2020-23 Strategic Plan Annual Progress Report

INSTITUTIONAL RESEARCH & PLANNING
AUGUST, 2022

2020-23 Strategic Plan Roadmap

January 2020
Board of Trustees approved 2020-2023 Strategic Plan

Fall 2019
2020-2023 El Camino College Strategic Plan reviewed through collegial consultation

November 2021
Progress Report on Strategic Plan, using ECC Local Vision Goals

August 2022
Progress Report on Strategic Plan, using ECC Local Vision Goals

Summer 2023
- Last report on 2020-23 Strategic Plan (start new plan)
- Last report using local vision goals (2017-2022 system-wide Vision for Success)

2020-23 Local Vision Goals

Increase Completion

1A. Increase students who earn a degree by 20%
1B. Increase students who earn a certificate by 20%
1C. Increase students who earn a degree or certificate by 20%

Increase Transfer

2A. Increase students who earn an associate degree for transfer by 35%
2B. Increase students who transfer to a UC or CSU by 35%

Decrease Units Earned

3A. Decrease by 10% average number of units degree earners accumulate

Increase Workforce

4A. Increase median annual earnings by 30%
4B. Increase students who attained the living wage by 39%
4C. Increase career education students with a job closely related to field of study by 10%

Decrease Equity Gap

Decrease 40% in achievement gaps across Goals 1-4

Lagging Indicators

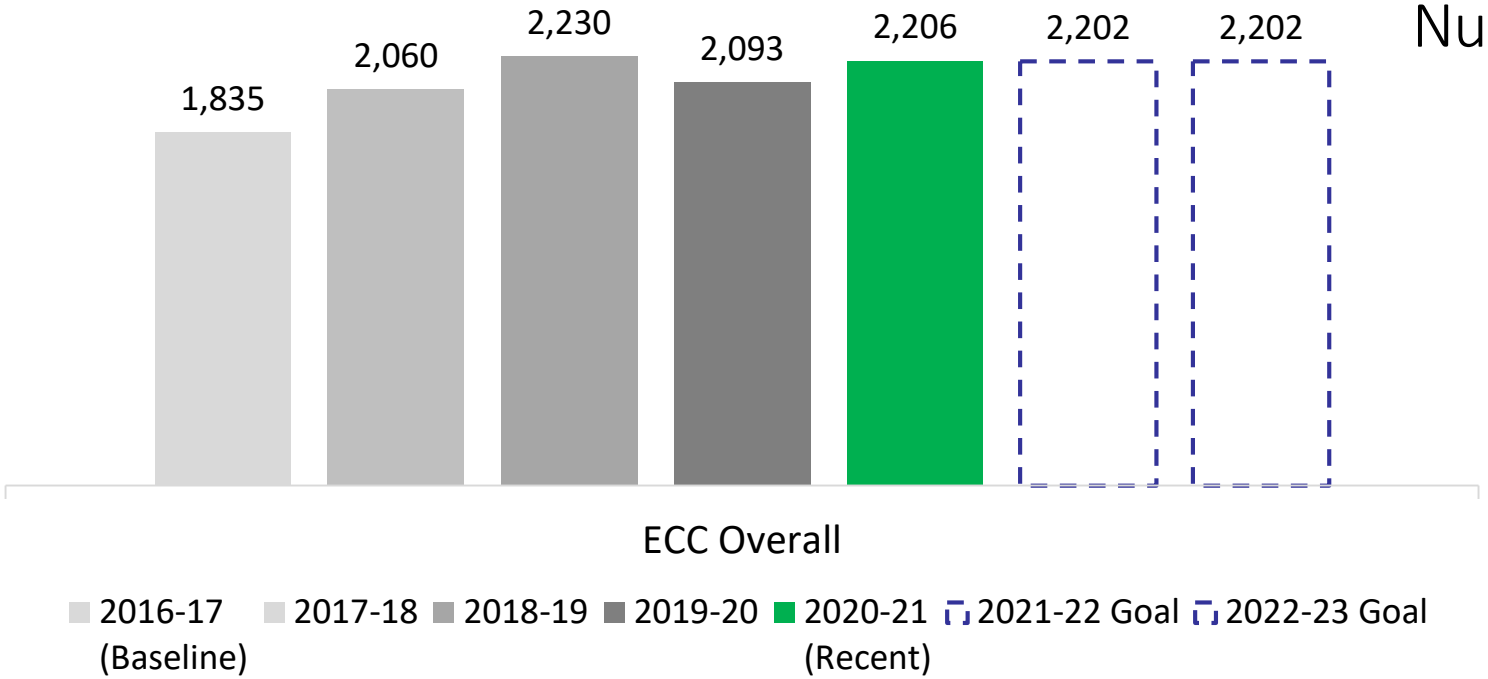
Measures that allow tracking institutional goals and provide information at the end of students' educational path (less actionable)

1. Degree Completion
2. Certificate Completion
3. Transfers to CSU or UC
4. Unit Accumulation
5. Annual Earnings
6. Living Wage Attainment
7. Job in Field of Study

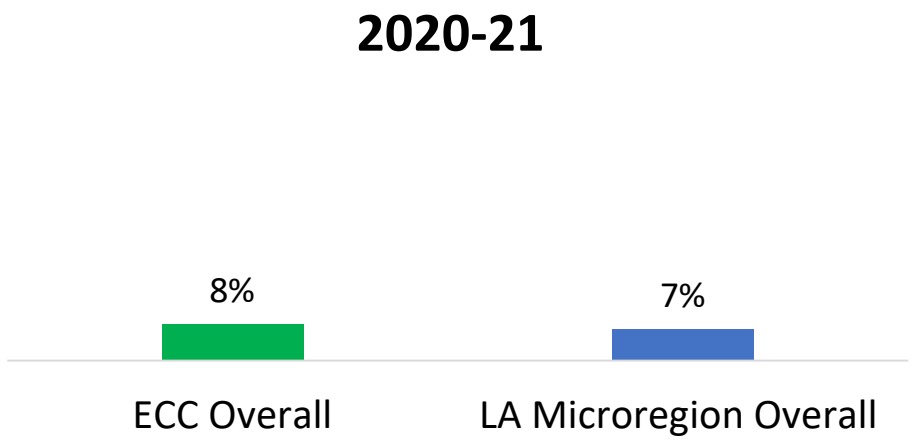
Lagging Indicators

Degree Completion Overall

Number of students earning a degree



*In 2020-21, **2,206 students earned a degree surpassing the goal** for the next two years (2,202)*



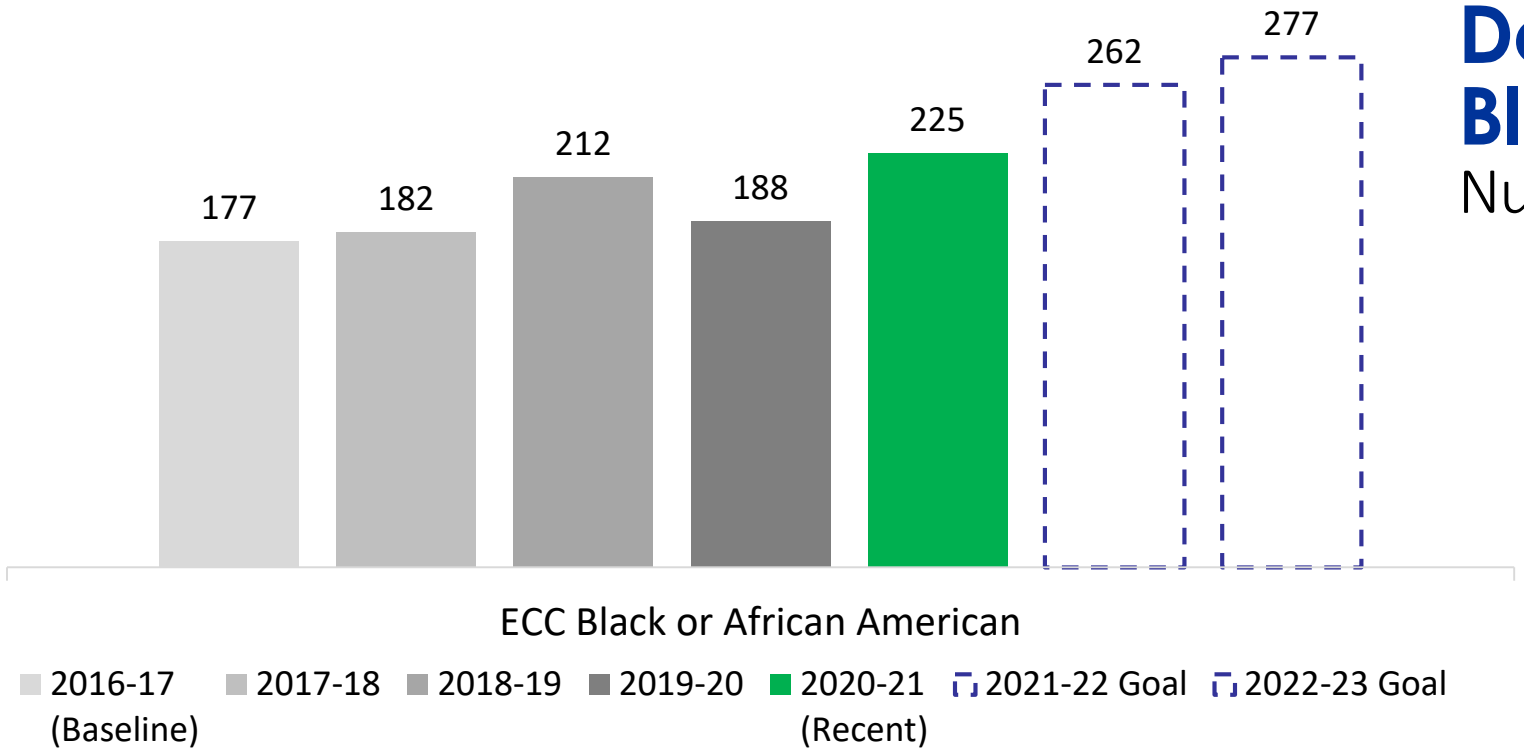
Comparison to LA Microregion Community Colleges

*In 2020-21, **1% more of ECC students earned a degree** compared to their counterparts in the LA Microregion*

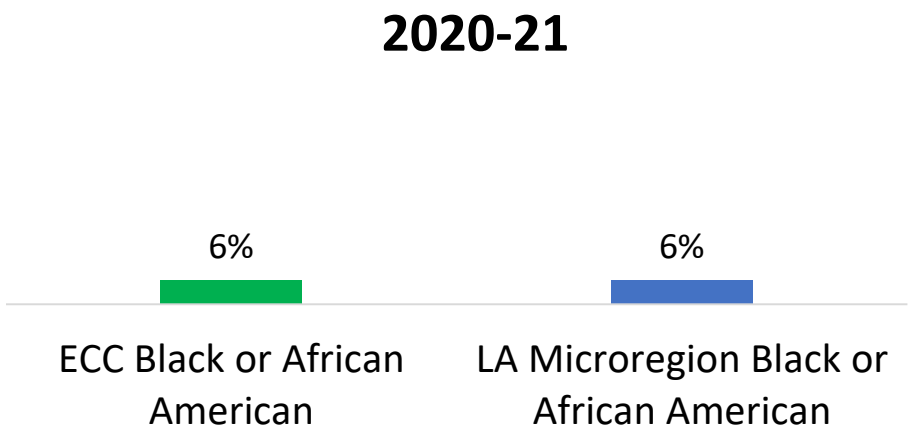
Source: CCC Student Success Metrics

Degree Completion Black/African American

Number of students earning a degree



*In 2020-21, **225 Black/African American students earned a degree, a 20% increase** from the previous year (37 more students)*



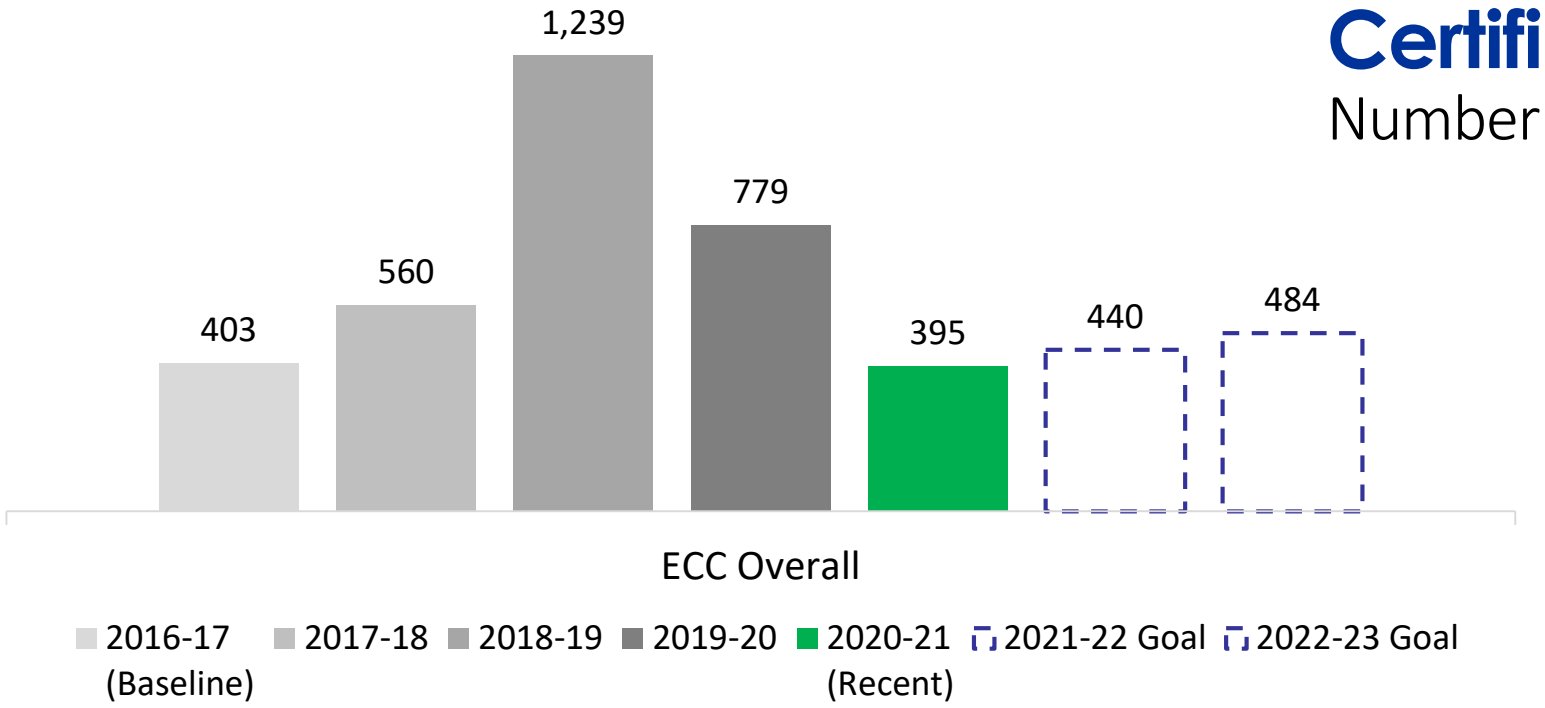
Comparison to LA Microregion Community Colleges

*In 2020-21, **the percent of Black/African American students who earned a degree was the same** in ECC and the LA Microregion*

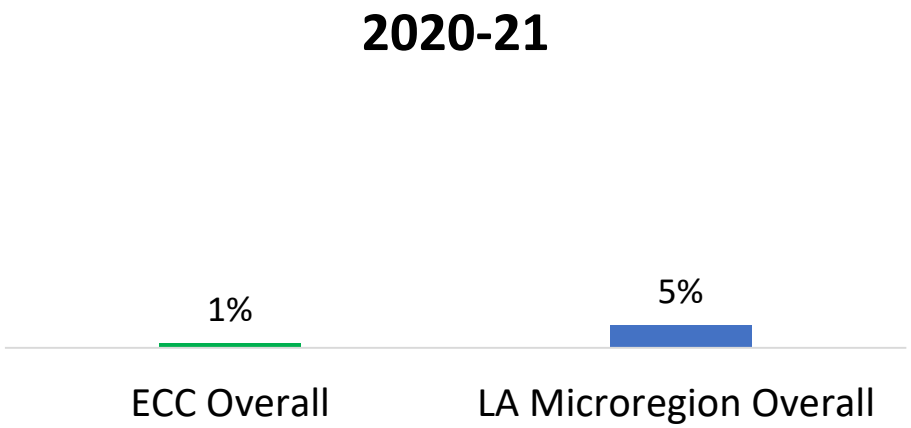
Source: CCC Student Success Metrics

Certificate Completion Overall

Number of students earning a certificate



*In 2020-21, **395 students earned a certificate, a 49% decrease** compared to the previous year*



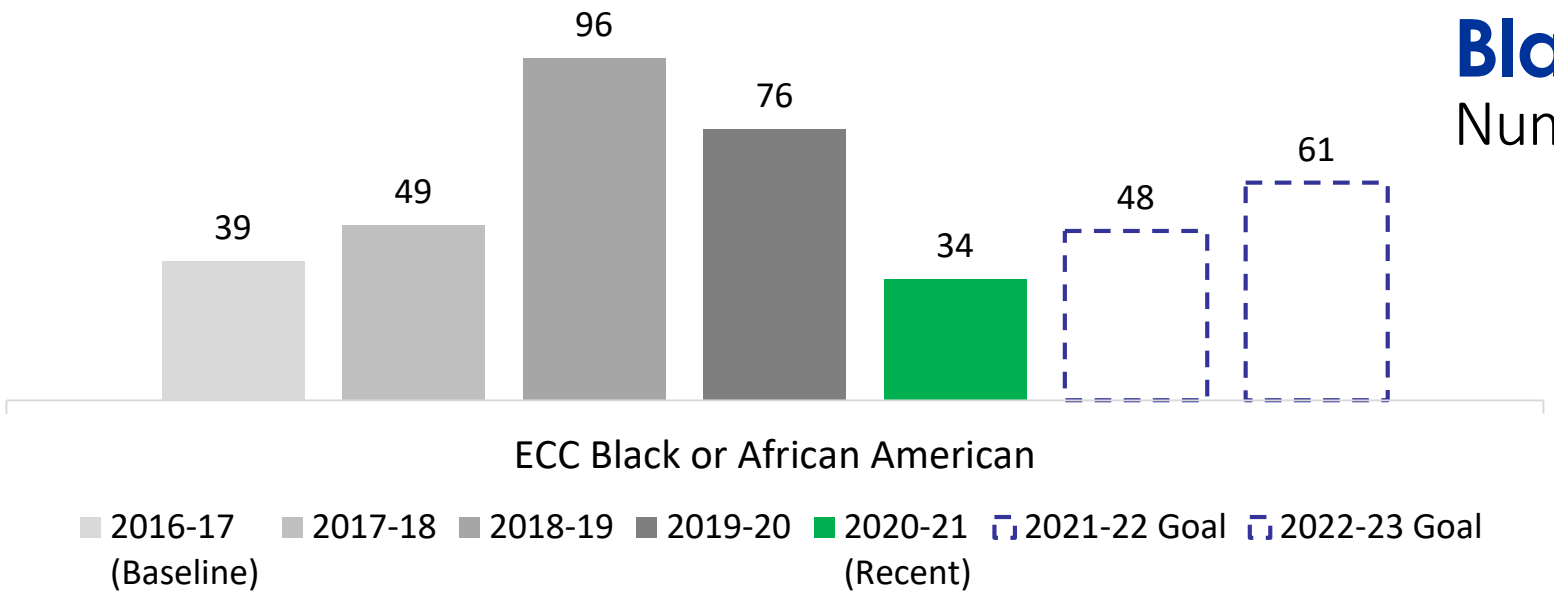
Comparison to LA Microregion Community Colleges

*In 2020-21, **4% less ECC students earned a certificate** compared to their counterparts in the LA Microregion*

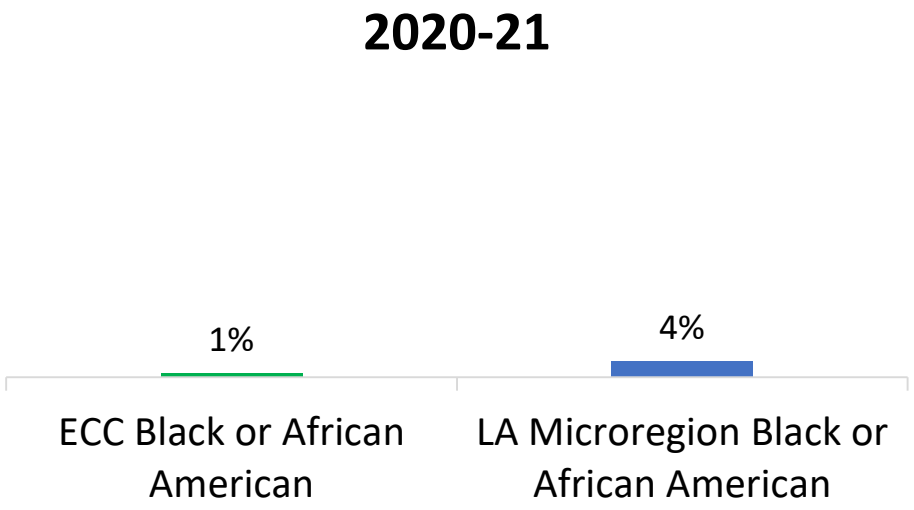
Source: CCC Student Success Metrics

Certificate Completion Black/African American

Number of students earning a certificate



*In 2020-21, **34 Black/African American students earned a certificate, a 55% decrease** compared to the previous year*



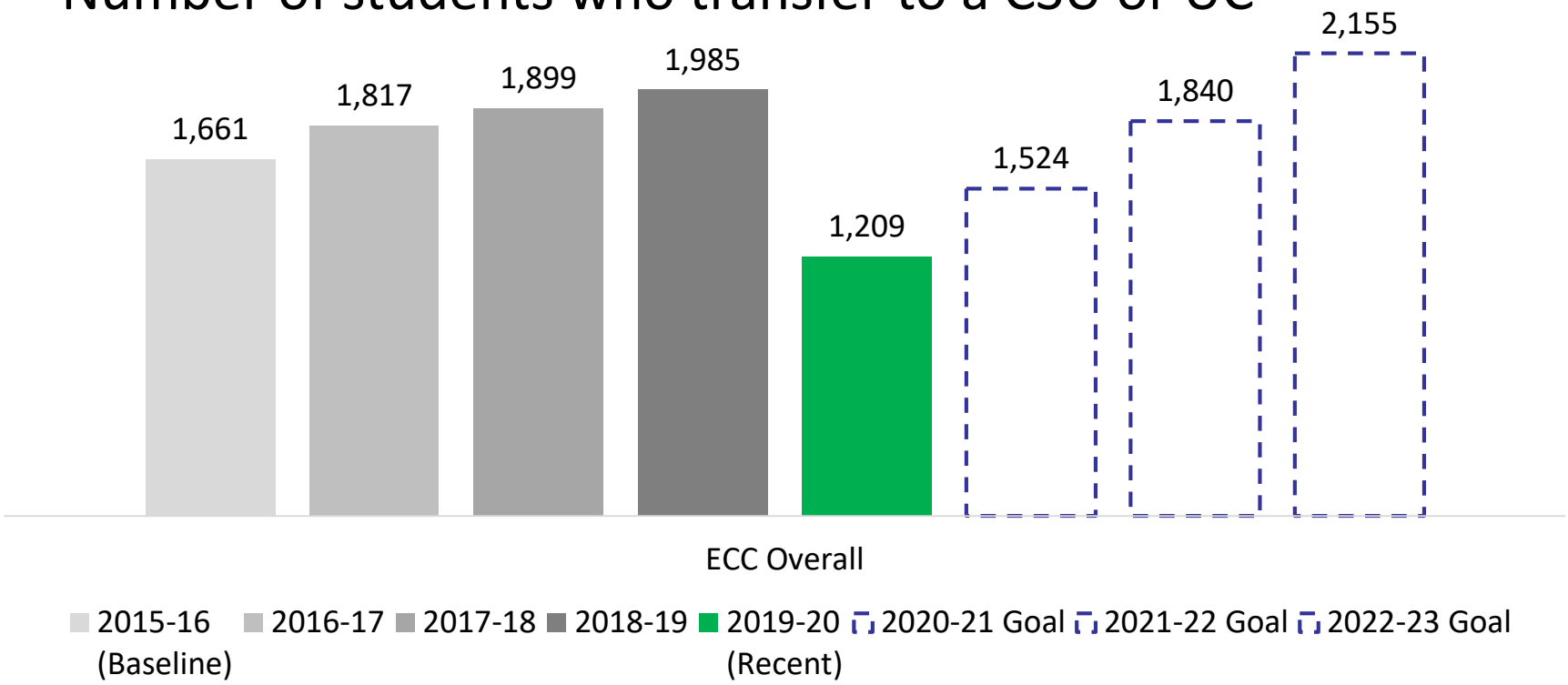
Comparison to LA Microregion Community Colleges

*In 2020-21, **3% less ECC Black/African American students earned a certificate**, compared to their counterparts in the LA Microregion*

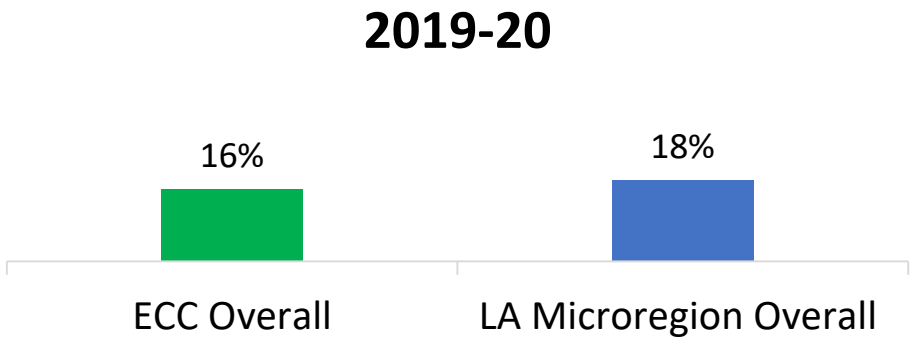
Source: CCC Student Success Metrics

Transfers to CSU or UC Overall

Number of students who transfer to a CSU or UC



*In 2019-20, **1,209 students transferred to a CSU or UC, a 39% decrease** compared to the previous year*



Comparison to LA Microregion Community Colleges

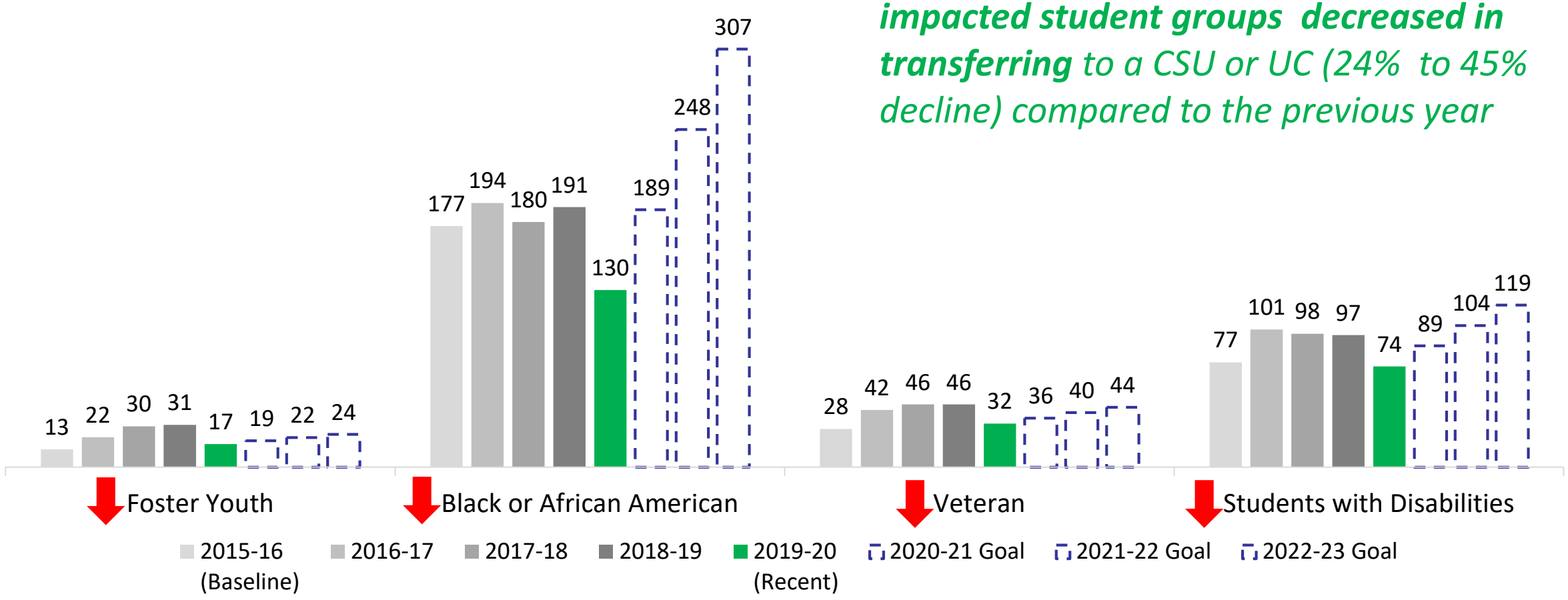
*In 2019-20, **2% less ECC students transferred** to a CSU or UC compared to their counterparts in the LA Microregion*

Source: CCC Student Success Metrics

Transfers to CSU or UC Disproportionally Impacted Student Groups

Number of students who transfer to a CSU or UC

*In 2019-20, **all disproportionally impacted student groups decreased in transferring** to a CSU or UC (24% to 45% decline) compared to the previous year*



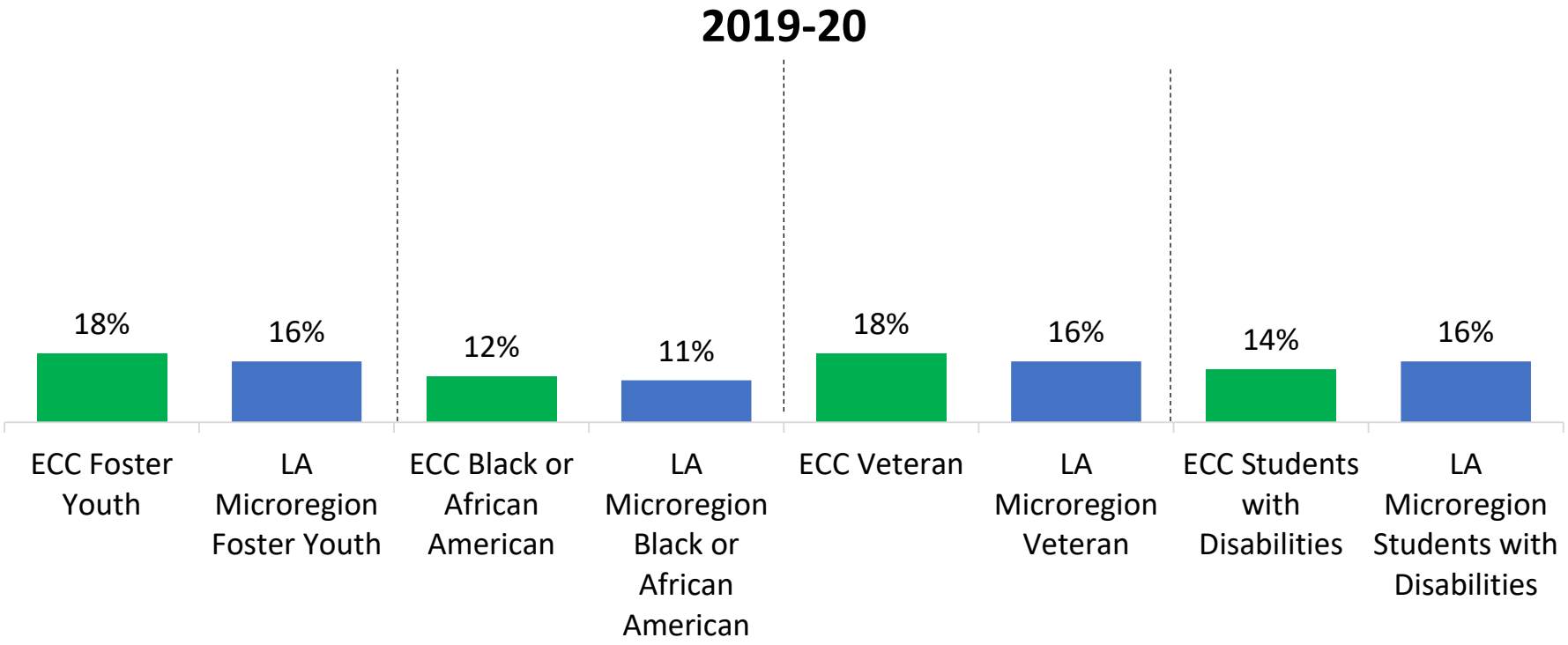
Source: CCC Student Success Metrics

Transfers to CSU or UC Disproportionally Impacted Student Groups (cont.)

Number of students who transfer to a CSU or UC

Comparison to LA Microregion Community Colleges

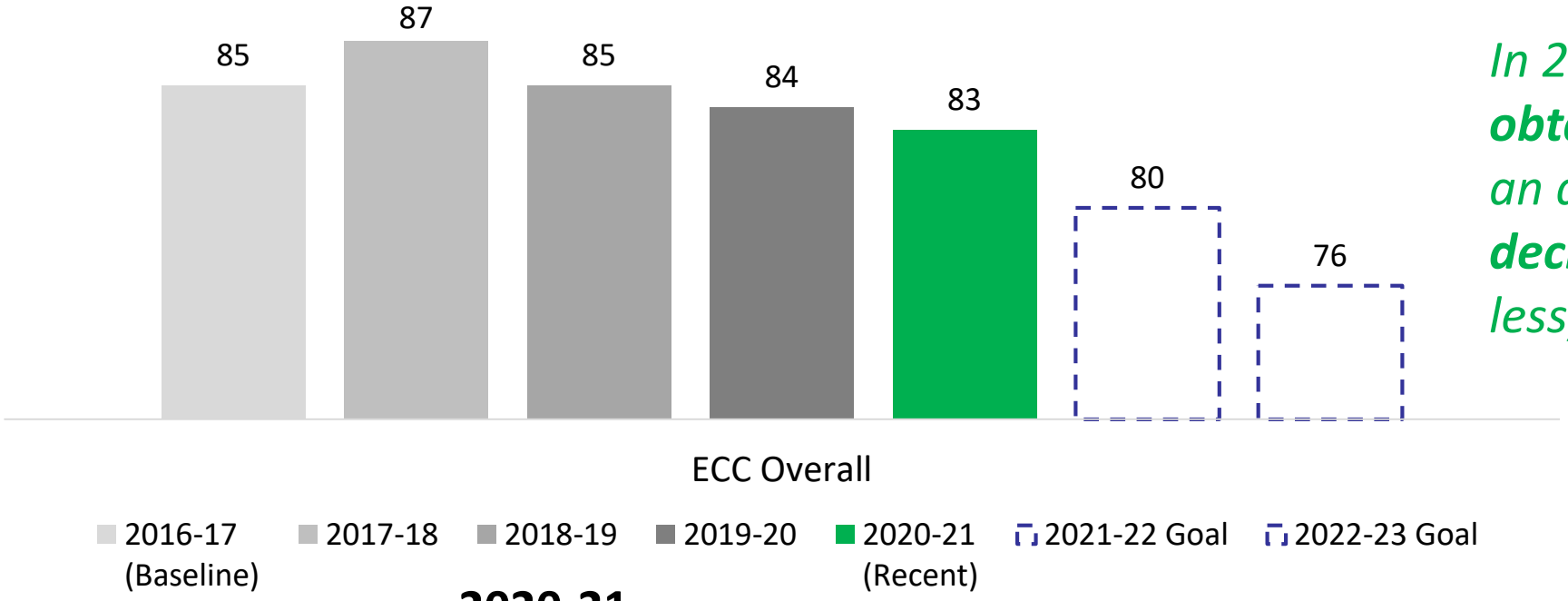
In 2019-20, ***except for student with disabilities, more disproportionally impacted ECC students transferred to a CSU or UC*** *compared to their counterparts in the LA Microregion*



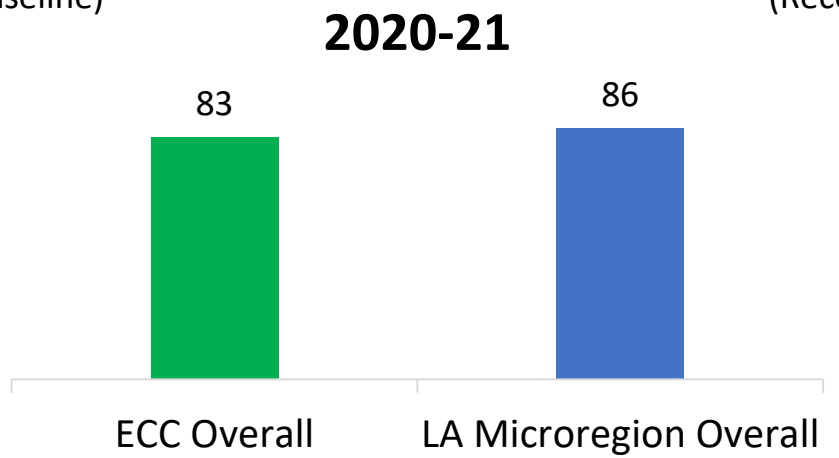
Source: CCC Student Success Metrics

(Decrease) Unit Accumulation Overall

Average number of units accumulated by degree earners



*In 2020-21, ECC **students who obtained a degree accumulated** an average of 83 units, a **1% decrease** from last year (1 unit less)*



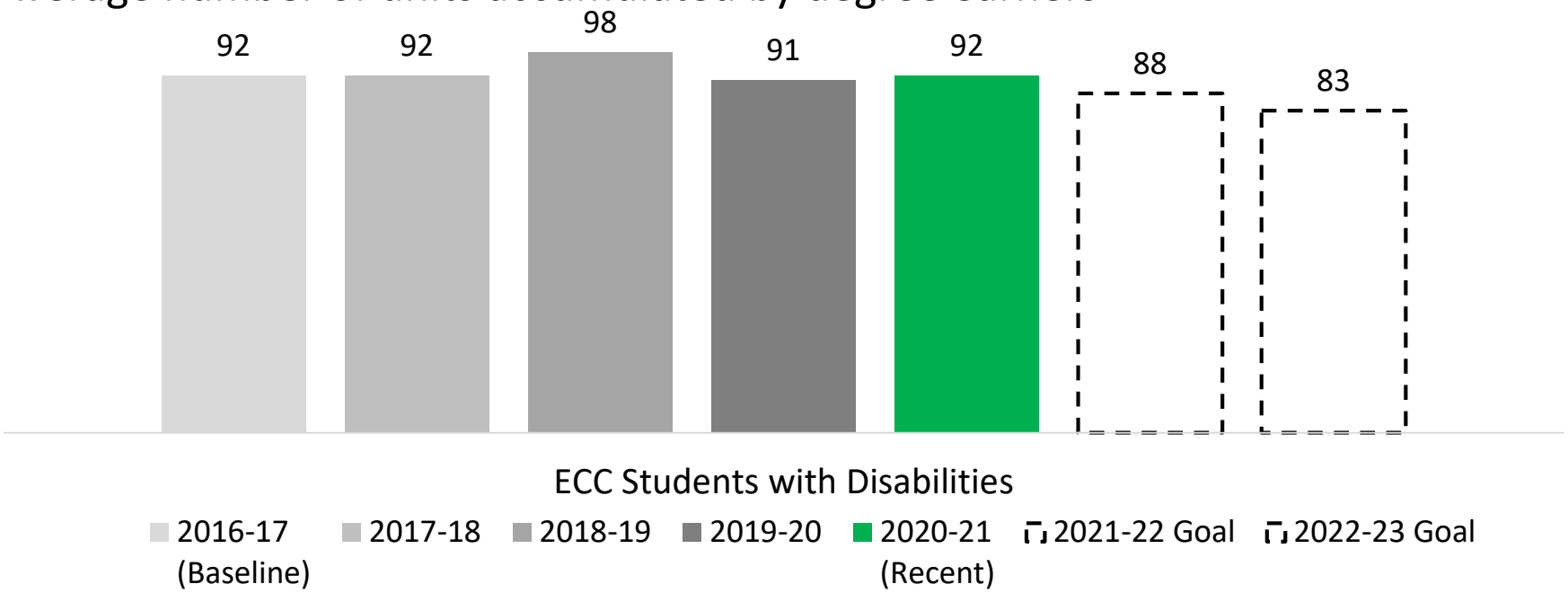
Comparison to LA Microregion Community Colleges

*In 2020-21, **ECC students** who obtained a degree were **closer to the Vision for Success goal of 79 units** than their counterparts in the LA Microregion*

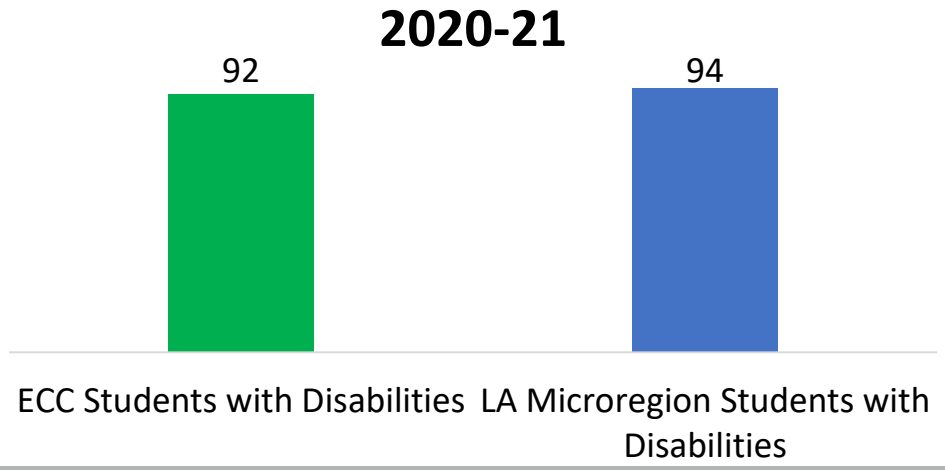
Source: CCC Student Success Metrics

(Decrease) Unit Accumulation Students with Disabilities

Average number of units accumulated by degree earners



*In 2020-21, ECC **students with disabilities who obtained a degree accumulated** in average 92 units, **a 1% increase** from the previous year (1 unit more)*



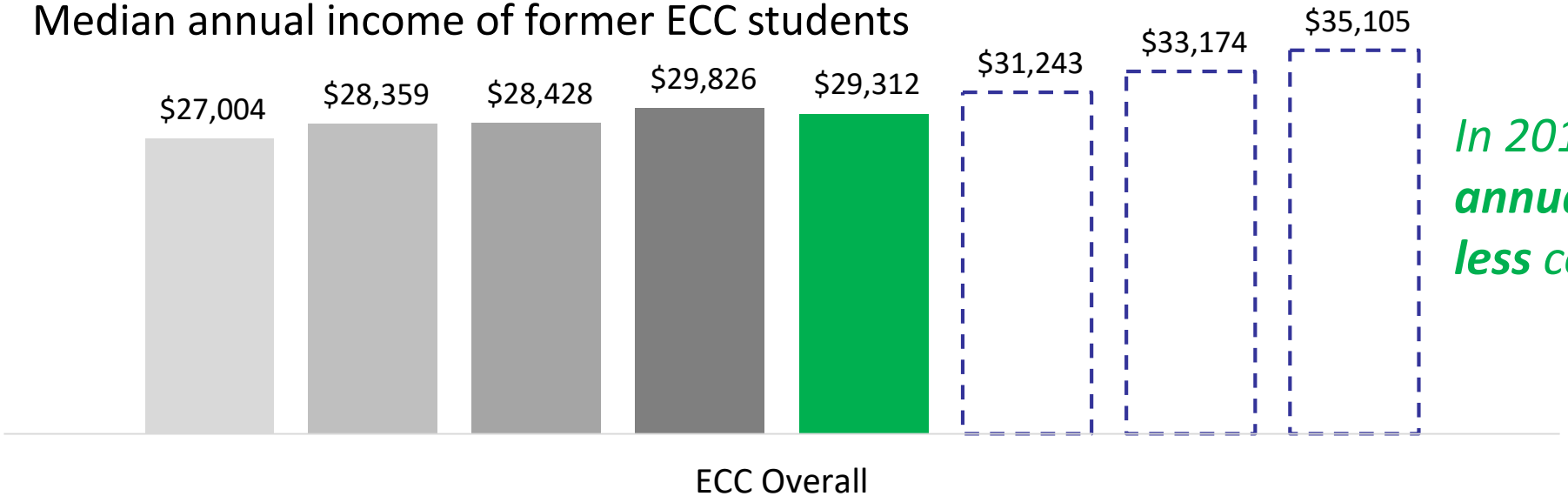
Comparison to LA Microregion Community Colleges

*In 2020-21, **ECC students with disabilities who obtained a degree were closer to the Vision for Success goal of 79 units** than their counterparts in the LA Microregion*

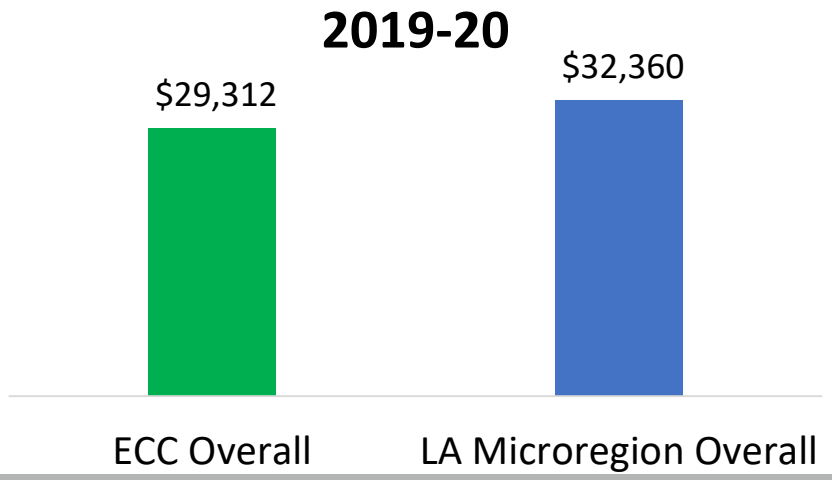
Source: CCC Student Success Metrics

Annual Earnings Overall

Median annual income of former ECC students



*In 2019-20, **ECC former students annually earned $514.00 dollars less** compared to the previous year*



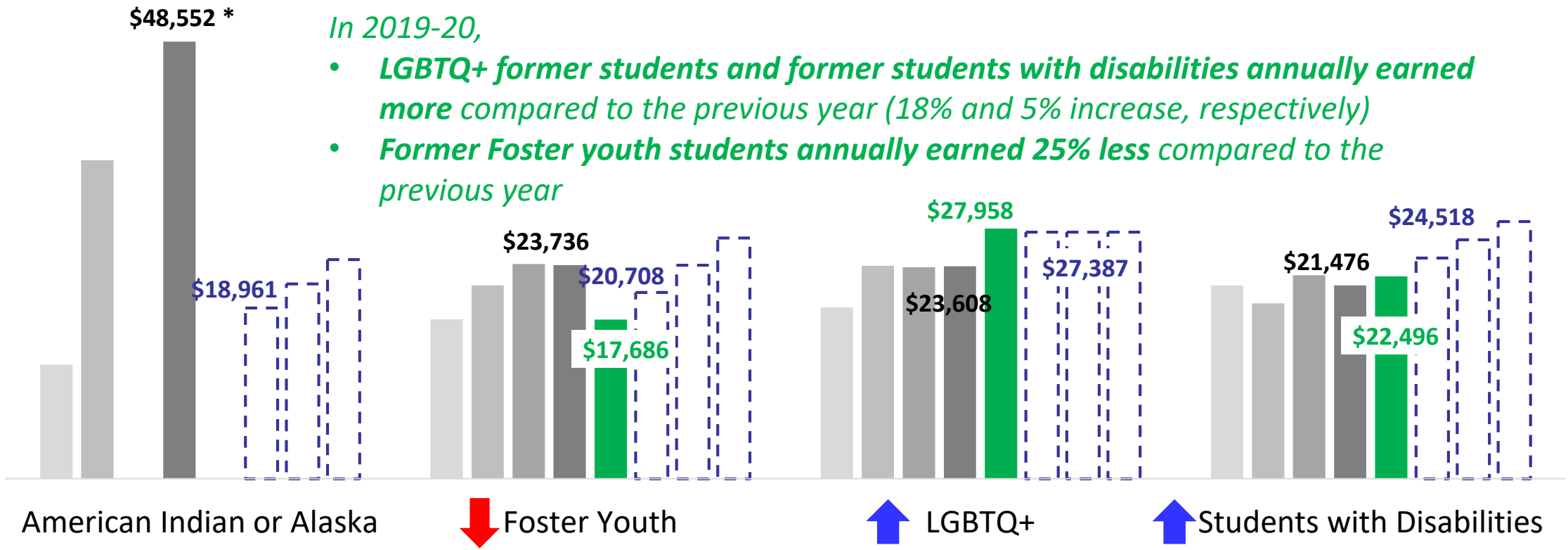
Comparison to LA Microregion Community Colleges

*In 2019-20, **ECC former students annually earned $3,048 dollars less compared** to their counterparts in the LA Microregion*

Source: CCC Student Success Metrics

Annual Earnings Disproportionally Impacted Student Groups

Median annual income of former ECC students



In 2019-20,

- ***LGBTQ+ former students and former students with disabilities annually earned more** compared to the previous year (18% and 5% increase, respectively)*
- ***Former Foster youth students annually earned 25% less** compared to the previous year*

* Less than 10 former students for American Indian/Alaska Native in 2019-20

Source: CCC Student Success Metrics

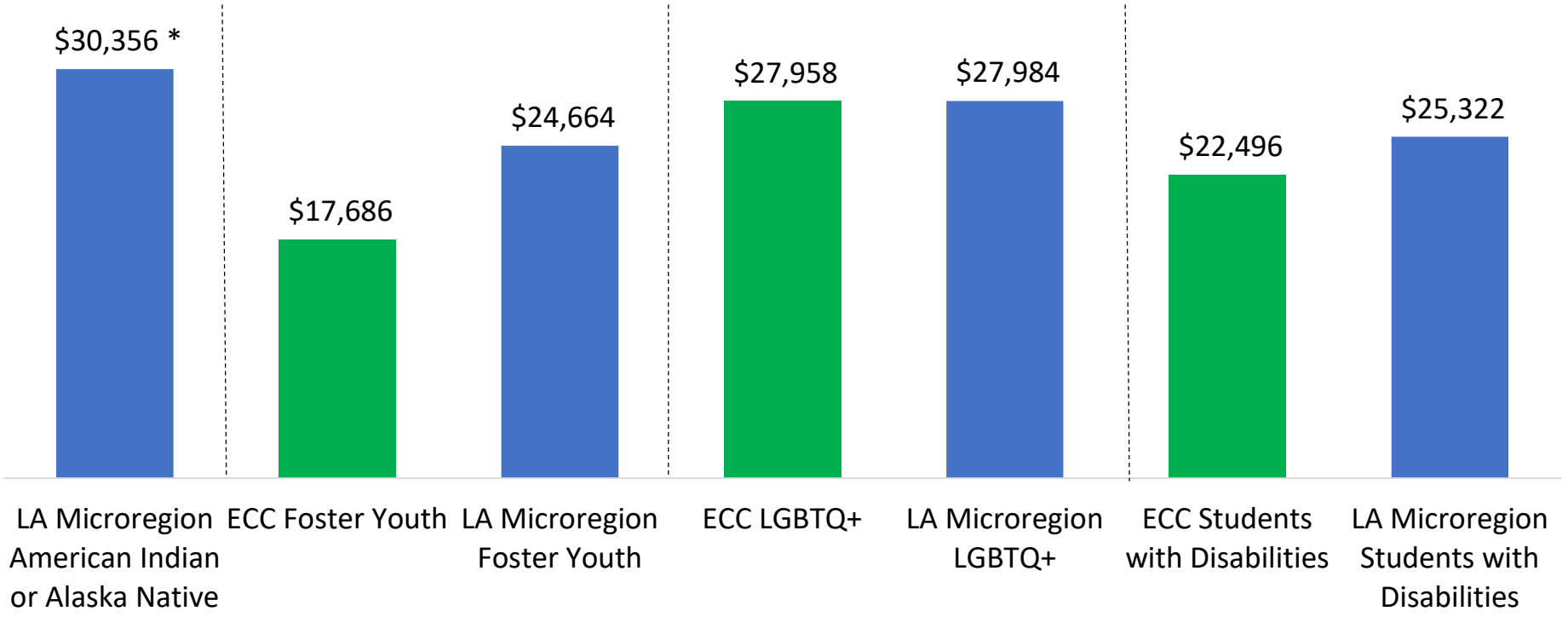
Annual Earnings Disproportionally Impacted Student Groups (cont.)

Median annual income of former ECC students

Comparison to LA Microregion Community Colleges

*In 2019-20, **all ECC disproportionally impacted student groups annually earned less than their counterparts** in the LA Microregion*

2019-20

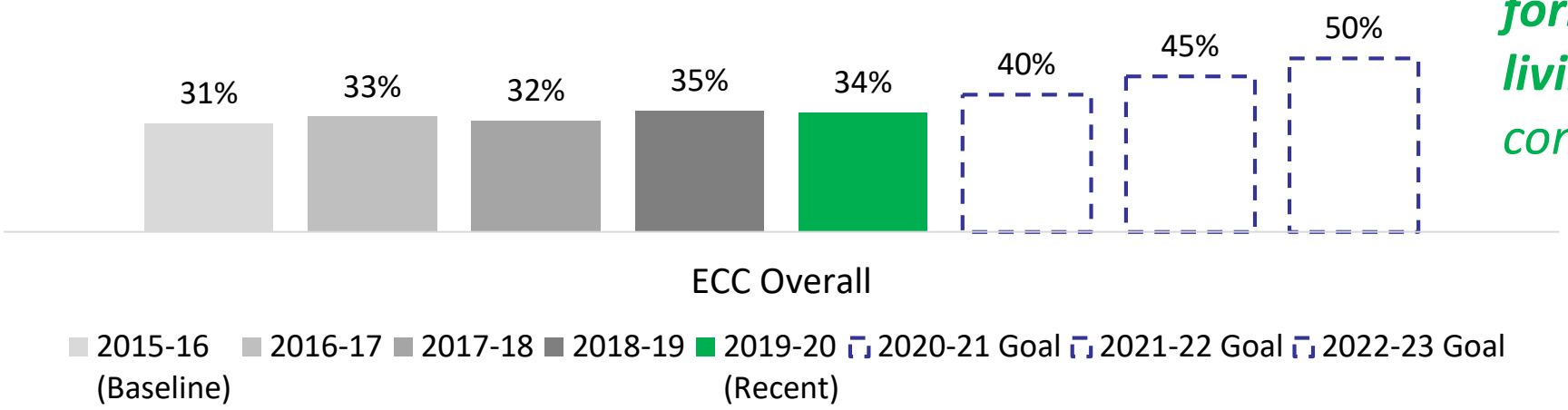


* Less than 10 students for ECC American Indian/Alaska Native in 2019-20

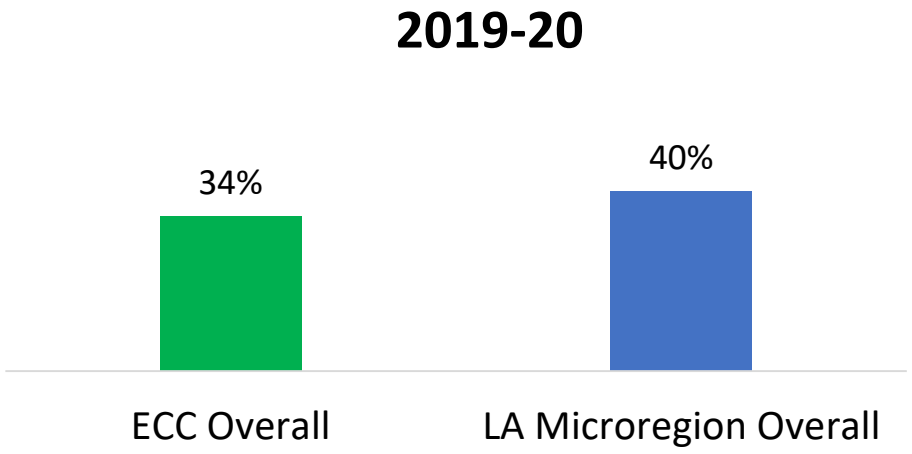
Source: CCC Student Success Metrics

Living Wage Attainment Overall

Percent of former ECC students who attain a living wage



*In 2019-20, the **percent of ECC former students who attained a living wage was 1% less** compared to the previous year*



Comparison to LA Microregion Community Colleges

*In 2019-20, **6% less of ECC former students attained a living wage compared to their counterparts** in the LA Microregion*

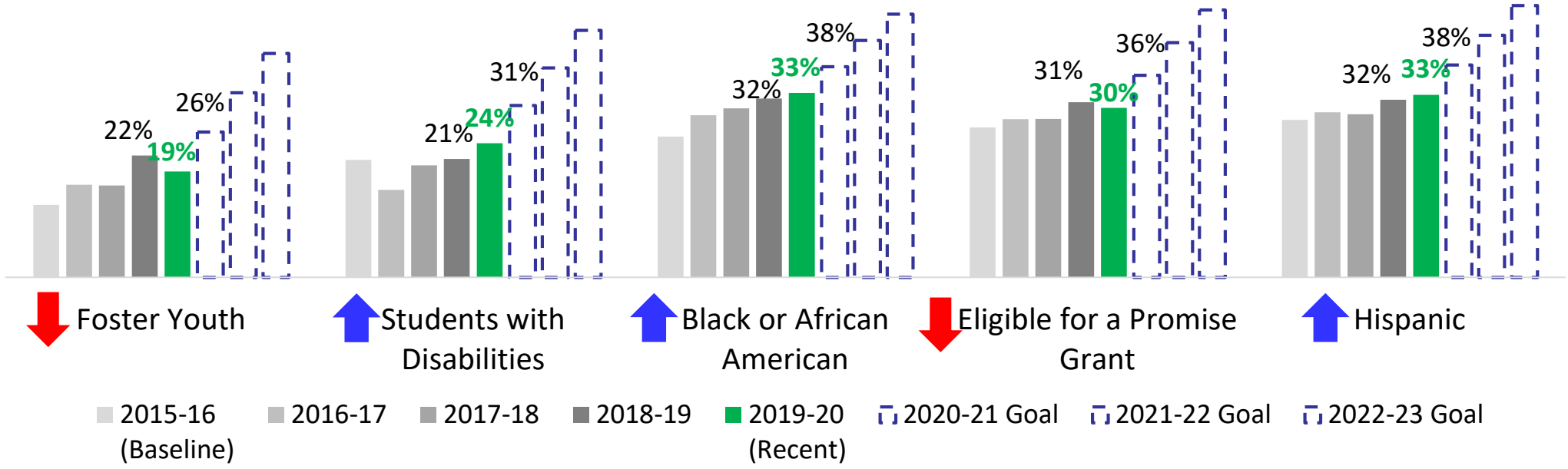
Source: CCC Student Success Metrics

Living Wage Attainment Disproportionally Impacted Student Groups

Percent of former ECC students who attain a living wage

In 2019-20,

- *The **percent of former students with disabilities, Black/African American, and Hispanic former students who attained a living wage increased** compared to the previous year (3% and 1%, respectively)*
- *The **percent of former foster youth students and eligible for a Promise grant former students who attained a living wage decreased** compared to the previous year (3% and 1%, respectively)*



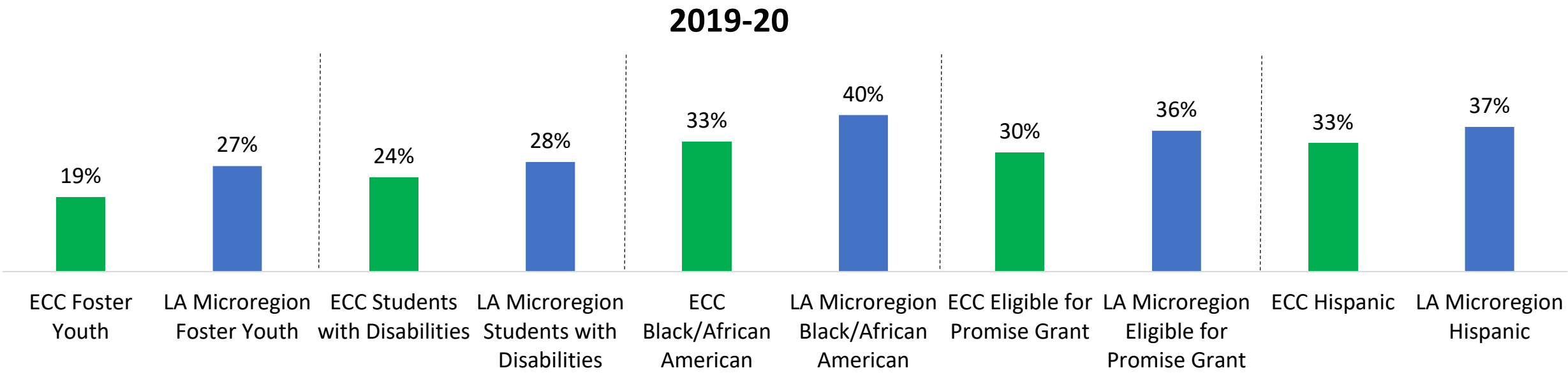
Source: CCC Student Success Metrics

Living Wage Attainment Disproportionally Impacted Student Groups (cont.)

Percent of former ECC students who attain a living wage

Comparison LA Microregion community colleges

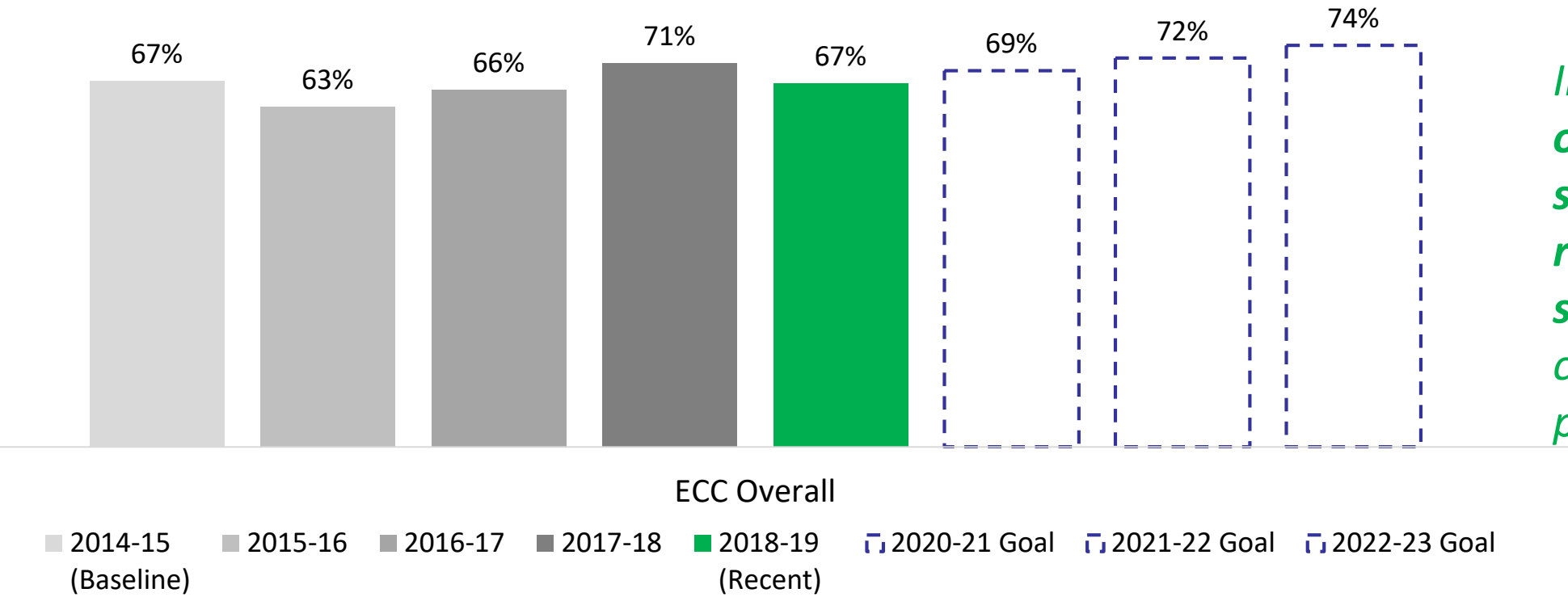
In 2019-20, the ***percent of ECC disproportionally impacted former student groups who attained a living wage was lower than their counterparts*** *in the LA Microregion*



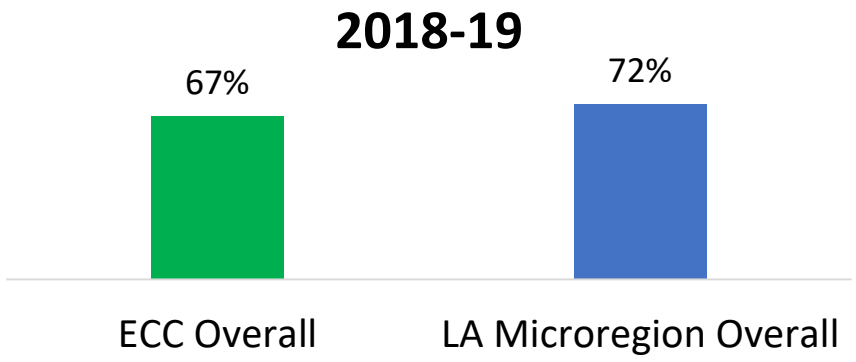
Source: CCC Student Success Metrics

Job in Field of Study Overall

Percent of career education students with a job closely related to their field of study



In 2018-19, ***the percent of career education students who held a job related to their field of study decreased*** *4% compared to the previous year*



Comparison to LA Microregion Community Colleges

In 2018-19, ***the percent of ECC career education students who held a job related to their field of study was 5% lower than their counterparts*** *in the LA Microregion*

Source: CCC Student Success Metrics

Summary

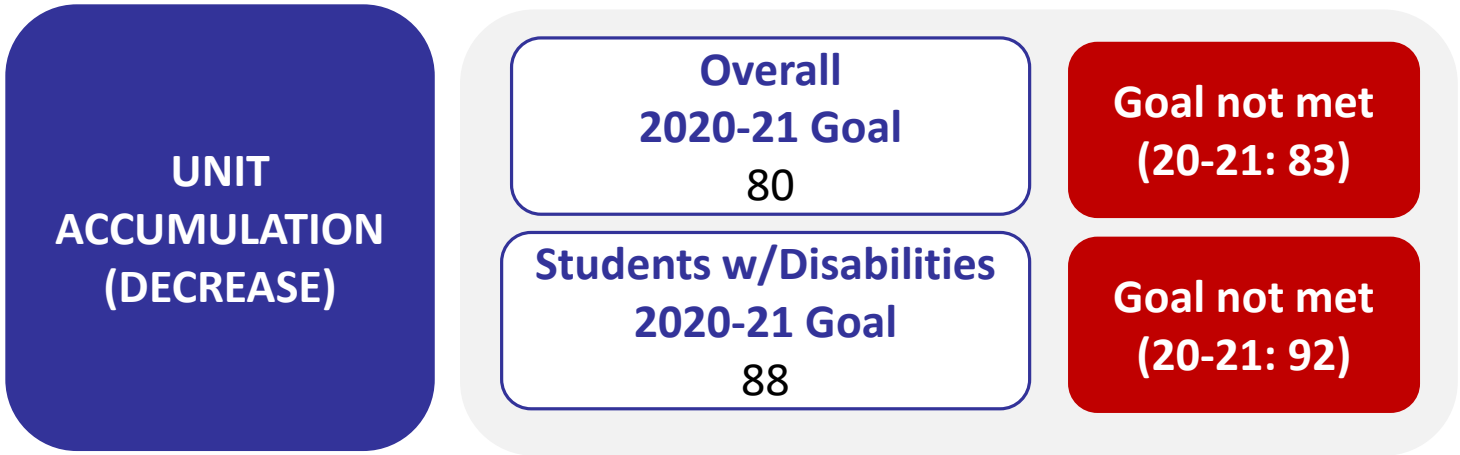
DEGREE COMPLETION	**Overall 2020-21 Goal** 2,148	**Goal surpassed (20-21: 2,206)**
	Black/African American 2020-21 Goal 233	**Goal not met (20-21: 225)**
CERTIFICATE COMPLETION	**Overall 2020-21 Goal** 632	**Goal not met (20-21: 395)**
	Black/African American 2020-21 Goal 69	**Goal not met (20-21: 34)**

Summary (cont. 1)

TRANSFER

Overall 2020-21 Goal 1,524	**Goal in progress (19-20: 1,209)**
Foster Youth 2020-21 Goal 19	**Goal in progress (19-20: 17)**
Black/African American 2020-21 Goal 189	**Goal in progress (19-20: 130)**
Veteran 2020-21 Goal 36	**Goal in progress (19-20: 32)**
Students w/Disabilities 2020-21 Goal 89	**Goal in progress (19-20: 74)**

Summary (cont. 2)



Summary (cont. 3)

Annual Earnings

Overall 2020-21 Goal $31,243	**Goal in progress (19-20: $29,312)**
American Indian/Alaska Native 2020-21 Goal $18,961	19-20: No data
Foster Youth 2020-21 Goal $20,708	**Goal in progress (19-20: $17,686)**
LGBTQ+ 2020-21 Goal $27,387	**Goal surpassed (19-20: $27,958)**
Students w/Disabilities 2020-21 Goal $24,518	**Goal in progress (19-20: $22,496)**

Summary (cont. 4)

Living Wage Attainment

Overall **2020-21 Goal** 40%	**Goal in progress (19-20: 34%)**
Foster Youth **2020-21 Goal** 26%	**Goal in progress (19-20: 19%)**
Students w/Disabilities **2020-21 Goal** 31%	**Goal in progress (19-20: 24%)**
Black/African American **2020-21 Goal** 38%	**Goal in progress (19-20: 33%)**
Eligible for Promise Grant **2020-21 Goal** 36%	**Goal in progress (19-20: 30%)**
Hispanic **2020-21 Goal** 38%	**Goal in progress (19-20: 33%)**

Summary (cont. 5)

JOB IN THE FIELD OF STUDY

Overall 2020-21 Goal
69%

Goal in progress (18-19: 67%)

Leading Indicators

Leading Indicators

Measures that allow tracking institutional goals and provide information about students' progress (more actionable)

1. Two-term Retention
2. Average Number of Degree Applicable Units
3. Transfer-level English and Math Completion
4. 30+ Units
5. Course Withdrawal
6. Employable Skill Attainment

- At the end of every year, El Camino College reviews the progress on its Strategic Plan by looking at its institutional goals, aligned with the Chancellor’s Office Vision for Success.

- To show the progress on our goals, we use leading and lagging indicators. This video focuses on the leading indicators, which provide information about the students’ progress.

Hello, we are El Camino College students and wanted to share with you some information about the College. This data helps us learn if we are making progress in our educational journey here at El Camino.

Did Students Who Enrolled in Fall Come Back in Spring?

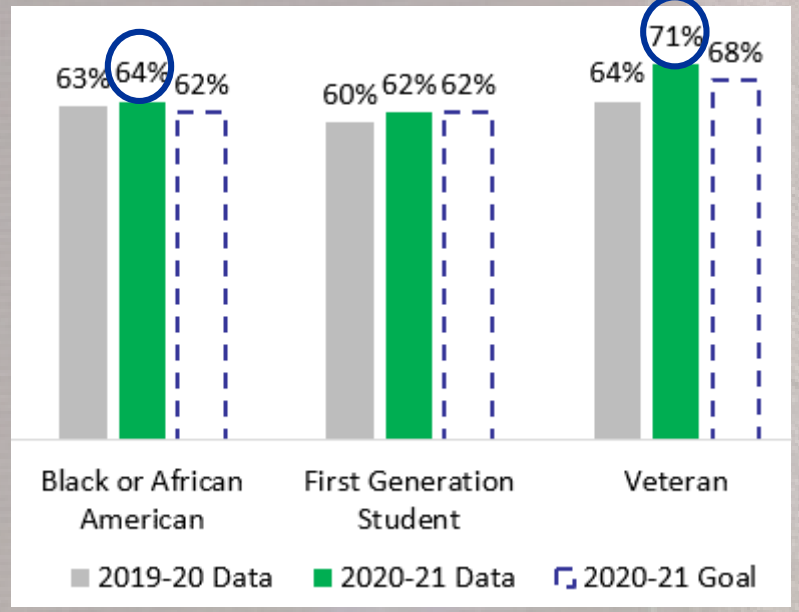
- In 2020-21,70% of all ECC Fall students came back and enrolled in Spring.

- Compared to the previous year, 1% more of our students persisted from Fall to Spring. The College nearly reached its 2020-21 goal of 71%.

2020-2021 Data
CCC Student Success Metrics

Let us check the groups of students who are disproportionally impacted when we look at persistence to stay in the College from Fall to Spring.

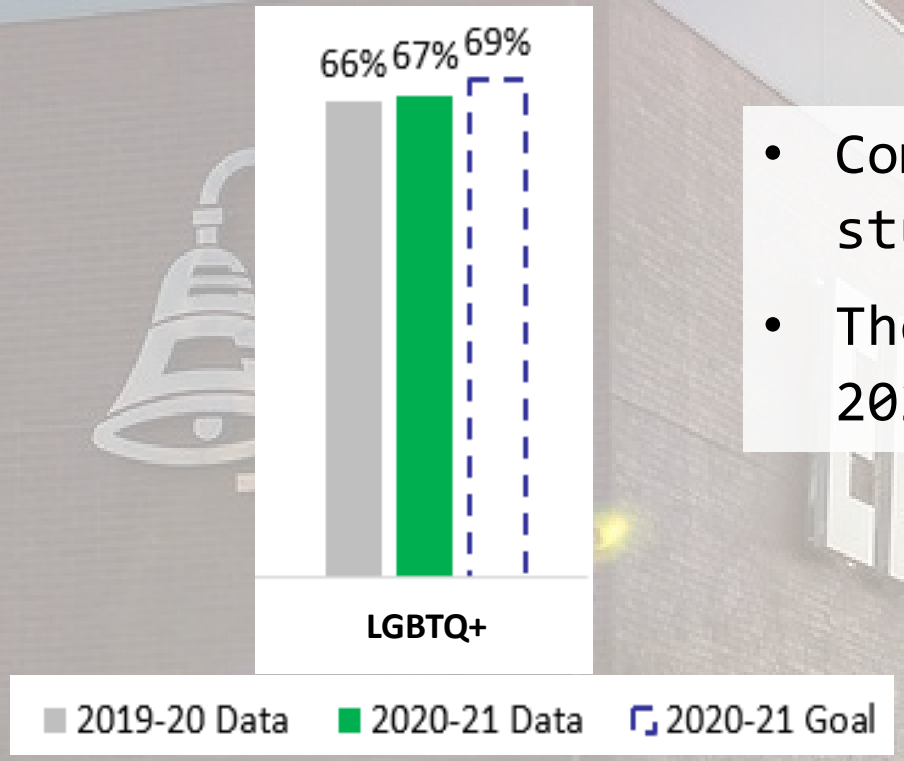
Did Students Who Enrolled in Fall Come Back In Spring?



- In the case of Black/African American and Veteran students, they surpassed the 2020-21 goals set by the college.
- First Generation students reached the 2020-21 institutional goal.

2020-2021 Data
CCC Student Success Metrics

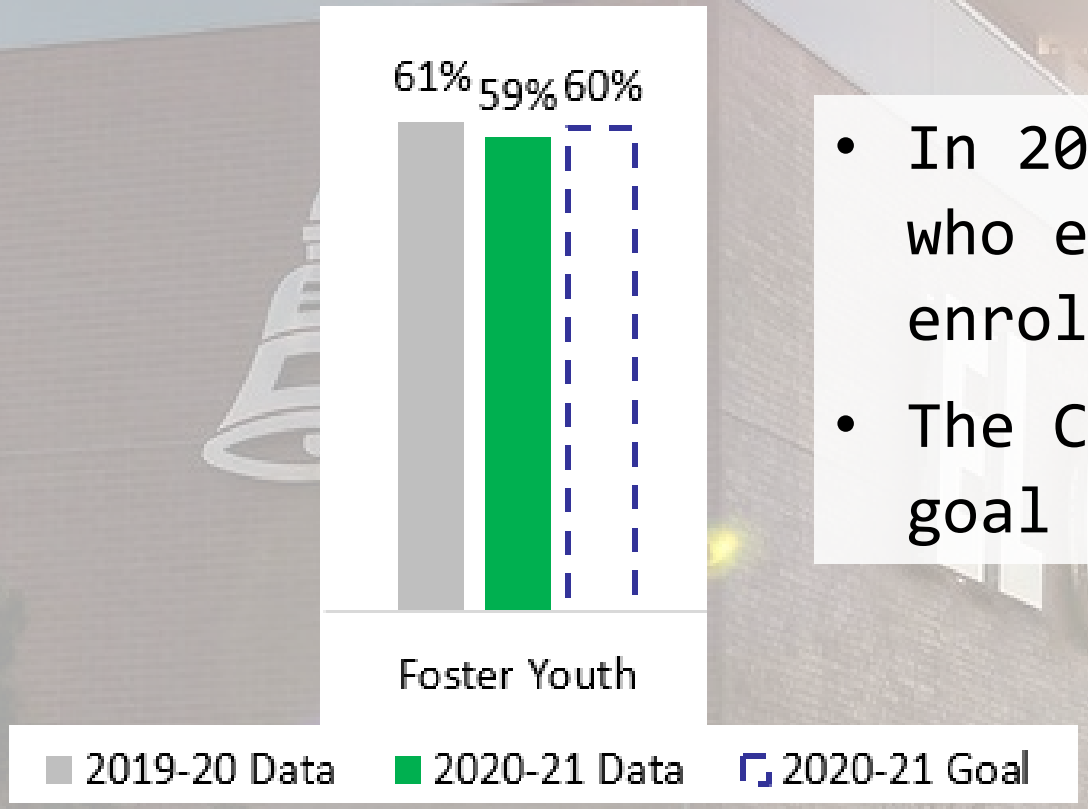
Did Students Who Enrolled in Fall Come Back In Spring?



- Compared to 2019-20, 1% more of LGBTQ+ students persisted from Fall to Spring.
- The College continues working to reach the 2020-21 goal for these students.

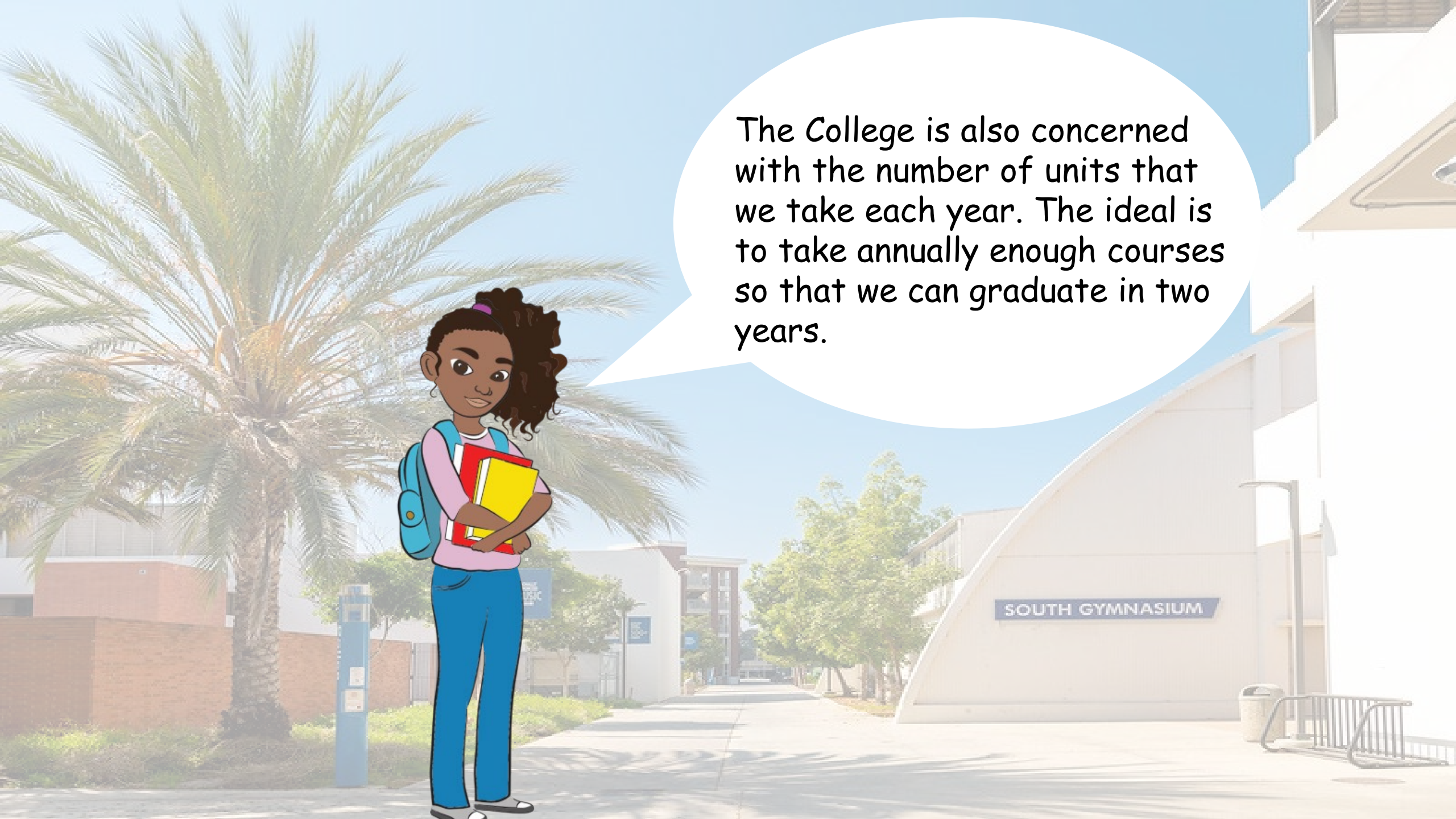
2020-2021 Data
CCC Student Success Metrics

Did Students Who Enrolled in Fall Come Back in Spring?

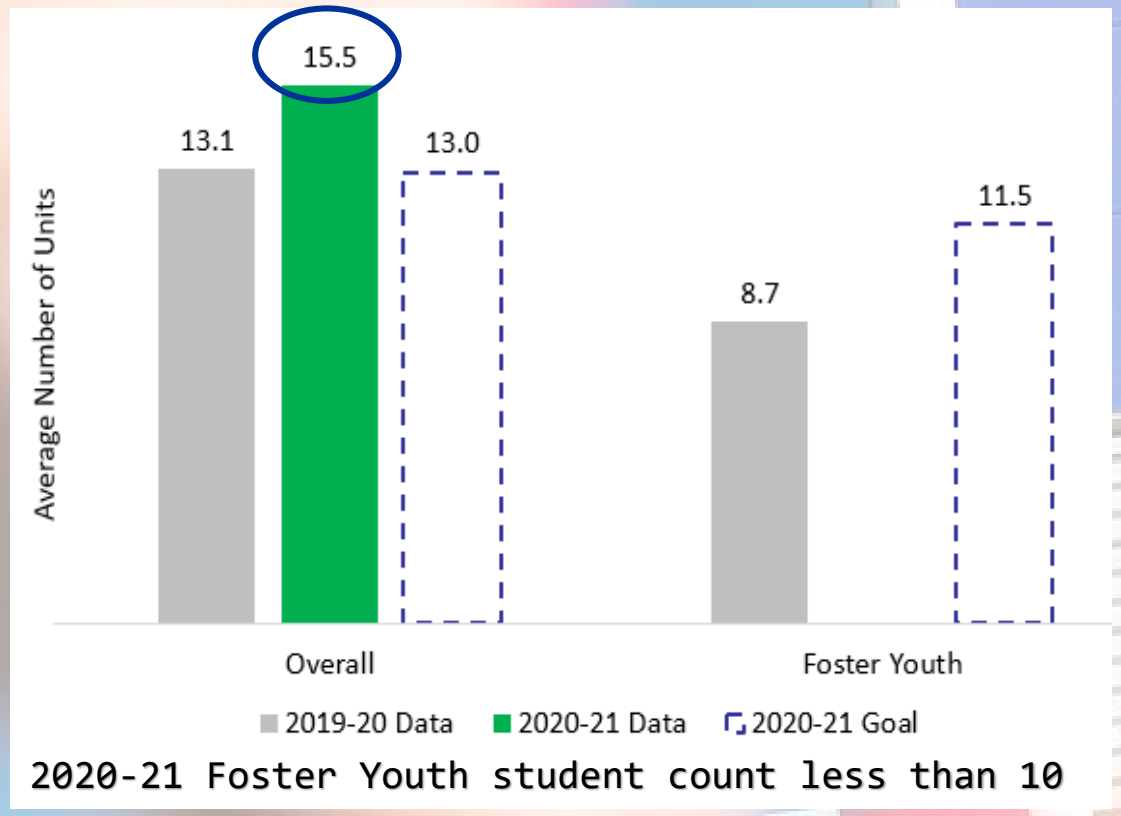


- In 2020-21, 59% of Foster Youth students who enrolled in Fall came back and enrolled in Spring.
- The College nearly reached its 2020-21 goal of 60% for these students.

2020-2021 Data
CCC Student Success Metrics


The College is also concerned with the number of units that we take each year. The ideal is to take annually enough courses so that we can graduate in two years.
SOUTH GYMNASIUM

In Average, How Many Degree Applicable Units Did Students Earn During Their First Year?



2020-21 Foster Youth student count less than 10

- In 2020-21, overall students at El Camino earned 2.4 more units than the previous year, surpassing the goal for 2020-21.

2020-2021 Data
ECC Colleague

Our College also examines if we are completing transfer-level English and Math courses during our first year. Doing good in these courses is closely associated to being successful in College over a longer term.
SOUTH GYMNASIUM

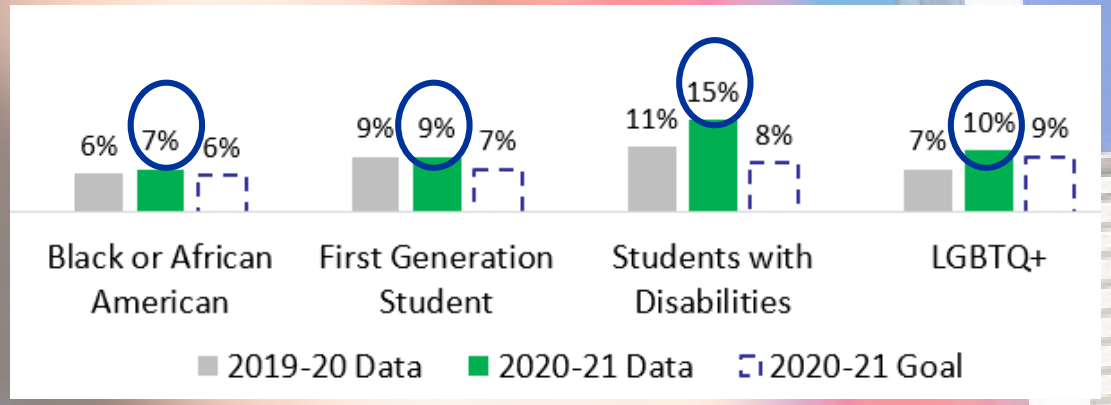
What Percentage of Students Completed Transfer-Level Math and English During Their First Year?

- In 2020-21, 16% of all students at ECC completed transfer-level math and English courses during their first year, the same as the previous year.
- The College surpassed its 2020-21 goal of 13%.

2020-2021 Data
CCC Student Success Metrics

Let us see how the groups of students who experience disproportional impact do in completing transfer-level math and English during their first year at El Camino.

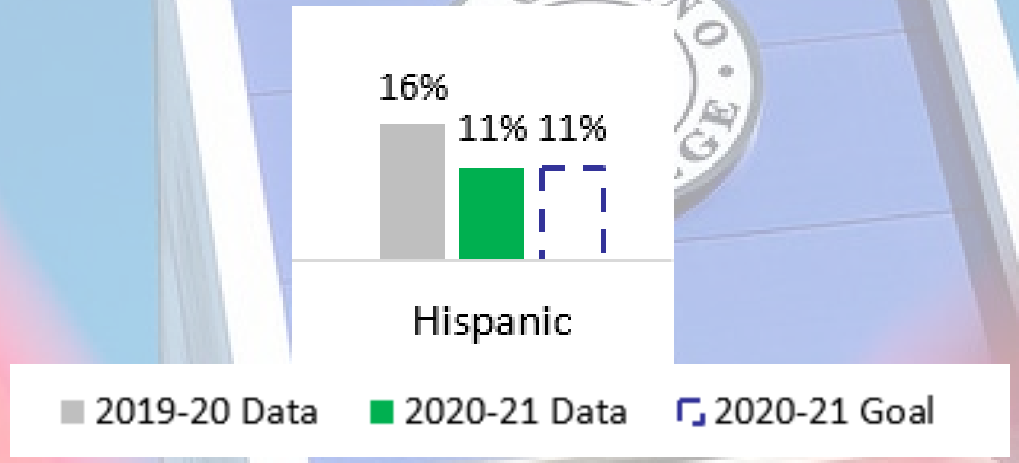
What Percentage of Students Completed Transfer-Level Math and English During Their First Year?



- In 2020-21, Black/African American students, first generation students, students with disabilities, and LGBTQ+ students surpassed 2020-21 goals in completing transfer-level math and English courses during their first year.

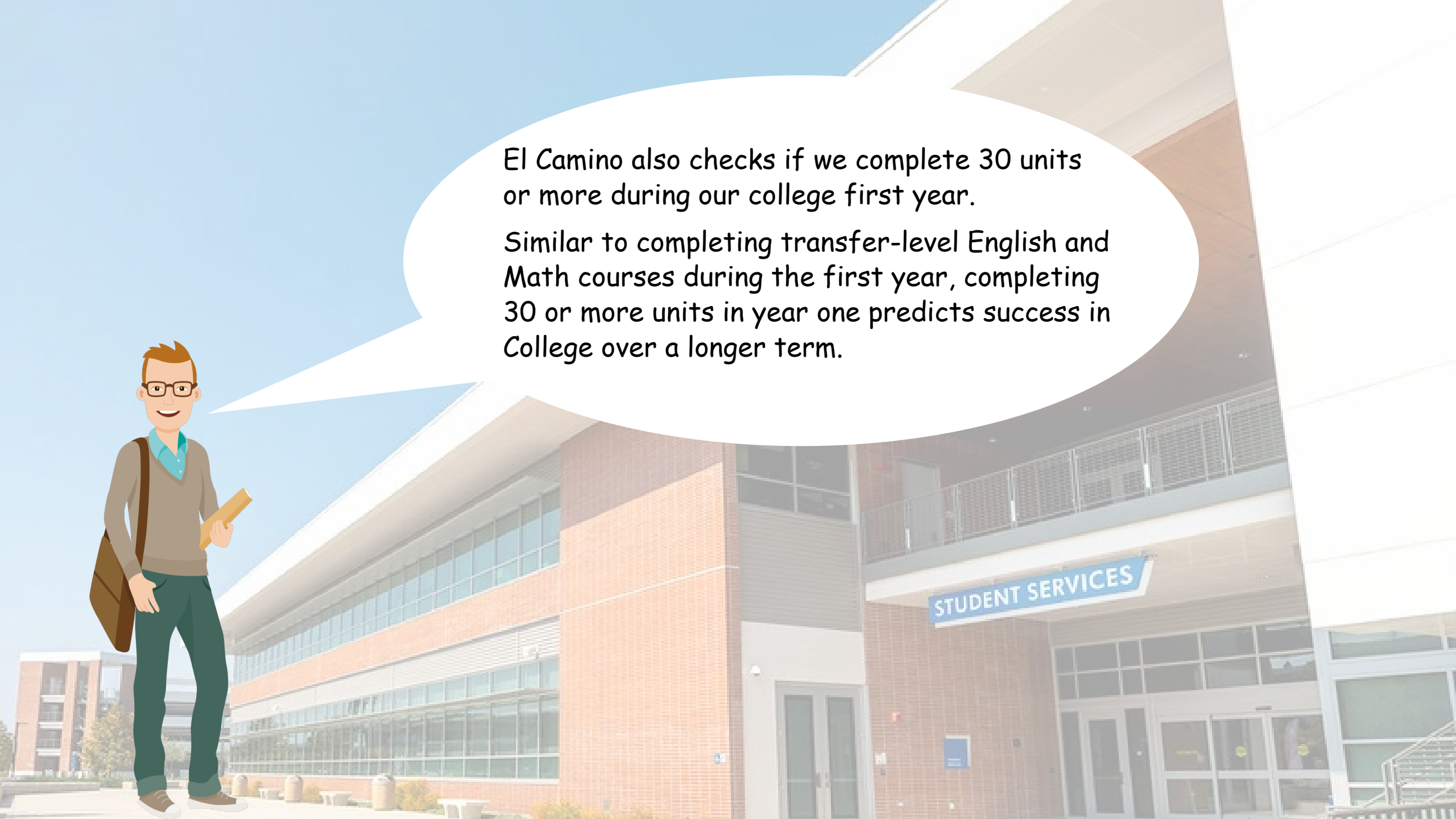
2020-2021 Data
CCC Student Success Metrics

What Percentage of Students Completed Transfer-Level Math and English during Their First Year?



- In 2020-21, Hispanic students who completed transfer-level math and English courses during their first year decreased compared to 2019-20. However, the College reached the 2020-21 goal for these students.

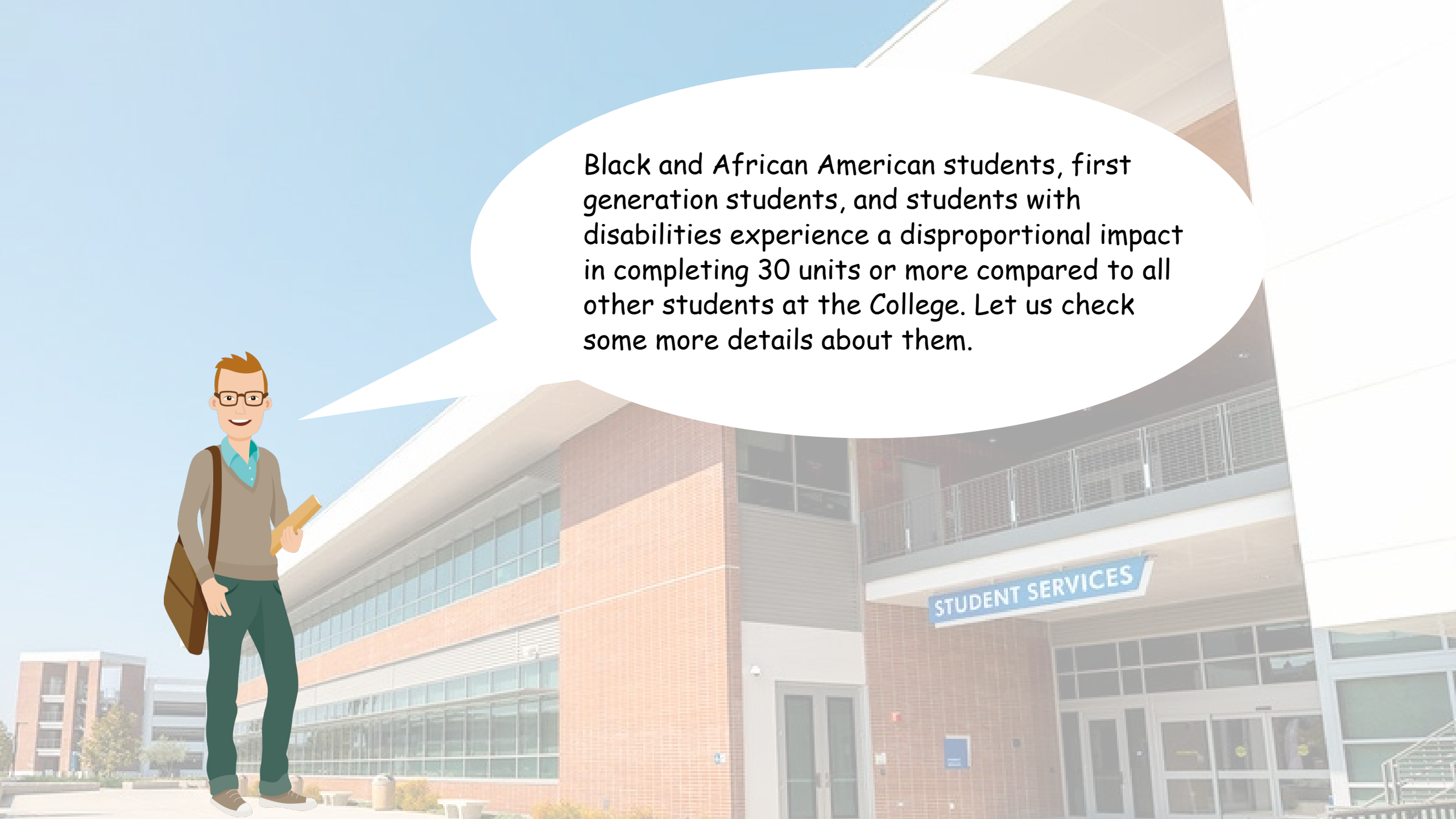
2020-2021 Data
CCC Student Success Metrics


El Camino also checks if we complete 30 units or more during our college first year.
Similar to completing transfer-level English and Math courses during the first year, completing 30 or more units in year one predicts success in College over a longer term.
STUDENT SERVICES

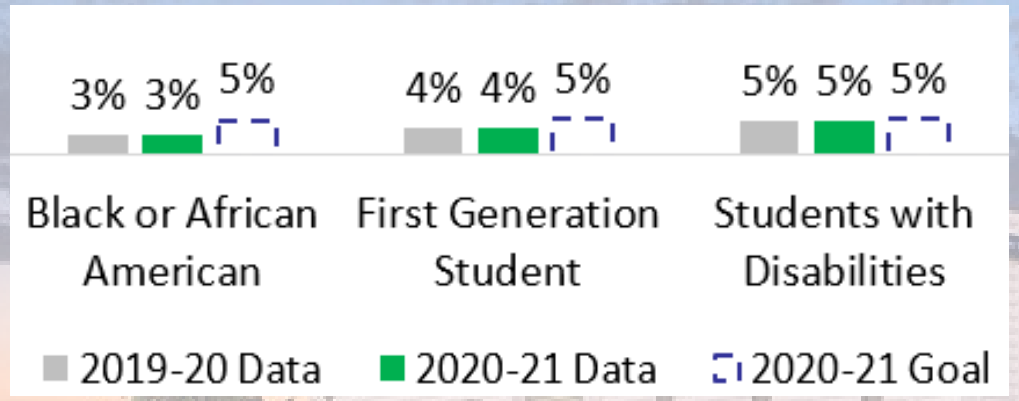
What Percentage of Students Completed 30 Units or More during Their First Year?

- As in 2019-20, in 2020-21, 6% of all students at El Camino completed 30 units or more during their first year.
- The College almost reached its 2020-21 goal of 7%.

2020-2021 Data
CCC Student Success Metrics


Black and African American students, first generation students, and students with disabilities experience a disproportional impact in completing 30 units or more compared to all other students at the College. Let us check some more details about them.
STUDENT SERVICES

What Percentage of Students Completed 30 Units or More during Their First Year?



- In 2020-21, the percentage of Black/African American and first generation students completing 30 units or more during their first year was the same as in 2019-20.
- The College continues working to reach its 2020-21 goal of 5% for these two groups of students.
- Students with disabilities did reach the 5% goal for 2020-21.

2020-2021 Data
CCC Student Success Metrics

Another indicator our College monitors is what percentage of students withdraw from their courses during the academic year. Working on reducing withdrawal will help us complete the coursework we enroll in.

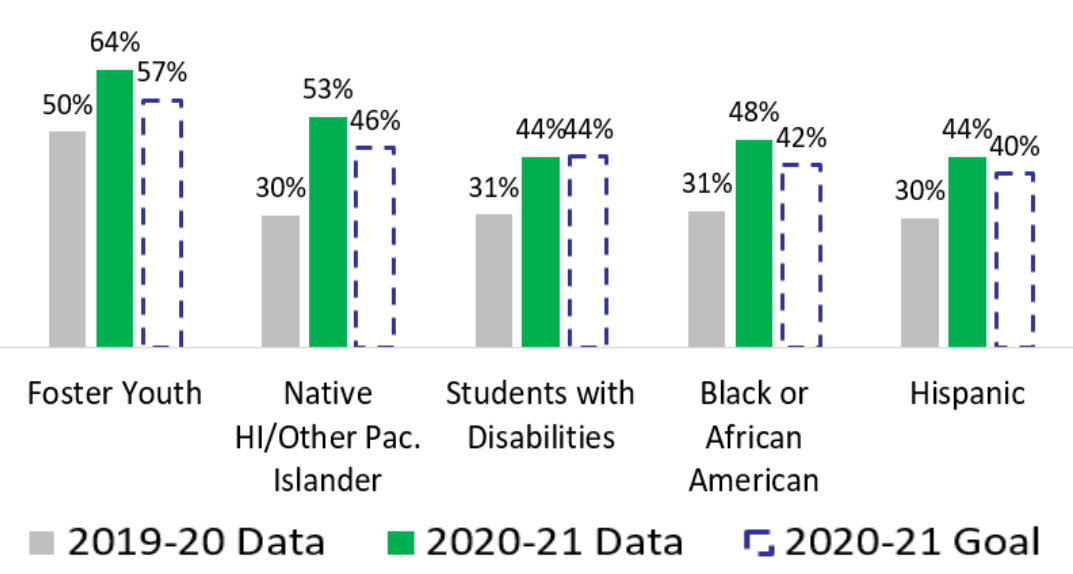
What Percentage of Students Withdrew from One or More Courses during the Academic Year?

- In 2020-21, 40% of all students at El Camino withdrew from one or more courses during the academic year.
- The 2020-21 goal was reducing student withdrawal to 37%. The College continues working to reach this goal.

2020-2021 Data
ECC Colleague

There are multiple groups of students who experience disproportional impact when talking about withdrawing from their courses during the academic year. Let us take a closer look at these students.

What Percentage of Students Withdrew from One or More Courses during the Academic Year?



- Except for students with disabilities, the withdrawal percentage for all other groups in the chart increased in 2020-21 compared to 2019-20.
- The institution continues working to reduce withdrawal and reach its 2020-21 goals.

2020-2021 Data
ECC Colleague

The last leading indicator that our College monitors is the percent of students who successfully complete Career Education courses that teach employable skills.

If students succeed in these courses, it means that we'll be well prepared for the job market.

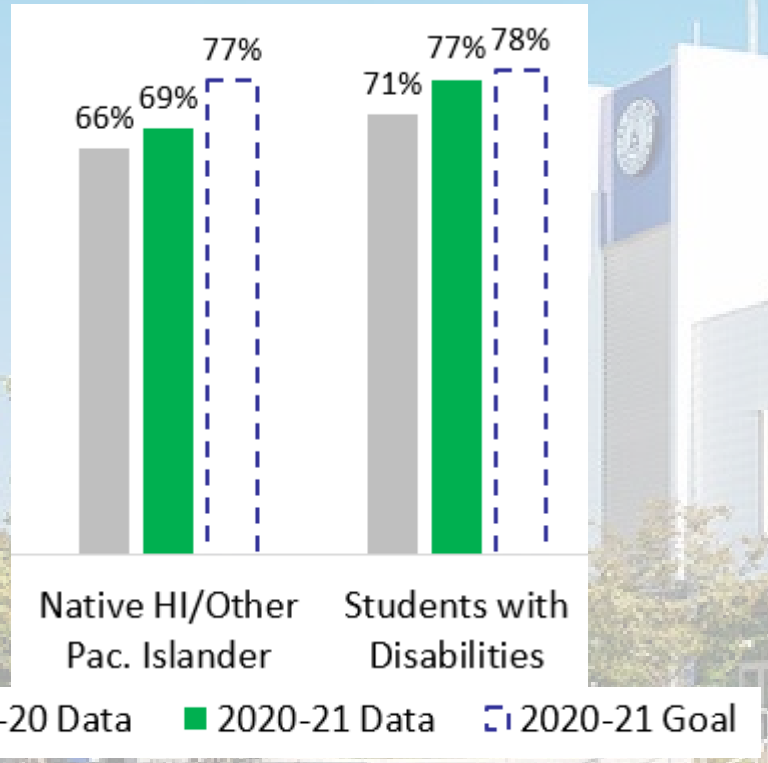
What Percentage of Students Successfully Completed Career Education Courses that Teach Employable Skills?

- In 2020-21, 77% of all students that attempted a career education course successfully completed that course. This means 1% less than the previous year.
- The College continues working to reach its 2020-21 goal of 80%.

2020-2021 Data
ECC Colleague

Five groups of students experience disproportional impact when it comes to successfully completing Career Education courses. Do you want to see how they did last year?

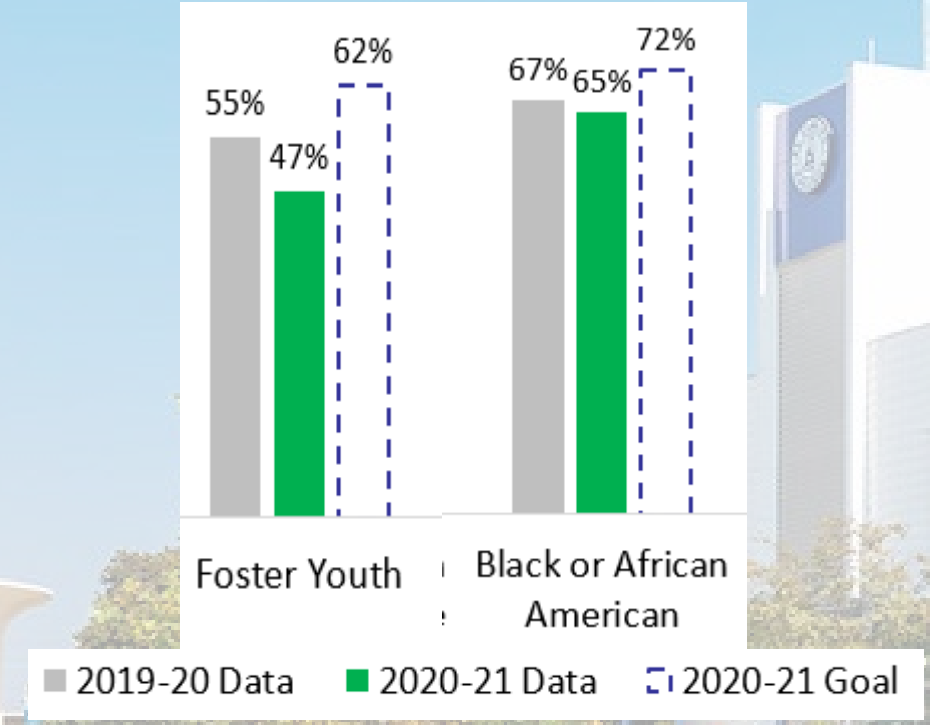
What Percentage of Students Successfully Completed Career Education Courses that Teach Employable Skills?



- In 2020-21, the percentage of Native Hawaiian/Pacific Islander students and students with disabilities successfully completing Career Education courses increased, compared to 2019-20.
- El Camino almost reached its 2020-21 goal of 78% for students with disabilities. ECC continues working to reach the 2020-21 goal of 77% for Native Hawaiian/Pacific Islander students.

2020-2021 Data
ECC Colleague

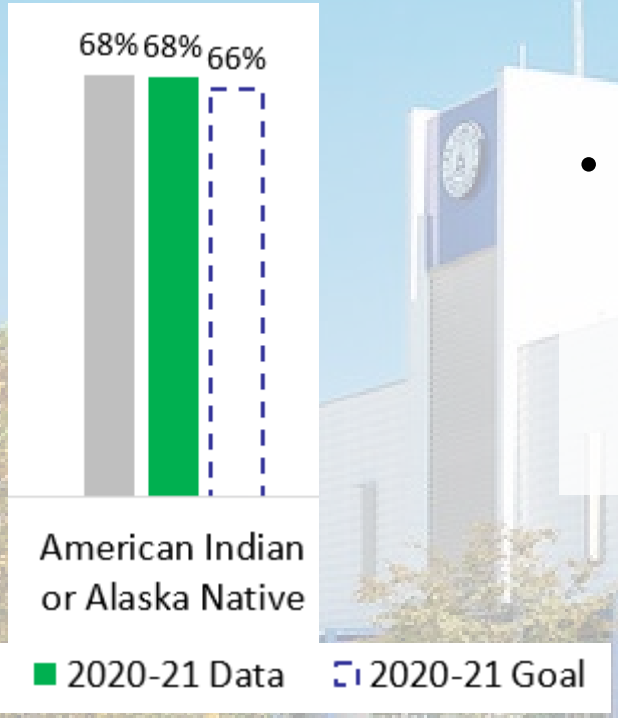
What Percentage of Students Successfully Completed Career Education Courses that Teach Employable Skills?



- In 2020-21, the percentage of foster youth and Black/African American students successfully completing Career Education courses decreased compared to 2019-20.
- El Camino continues working to reach its 2020-21 goals for these two groups of students.

2020-2021 Data
ECC Colleague

What Percentage of Students Successfully Completed Career Education Courses that Teach Employable Skills?



- The percent of American Indian/Alaska Native students completing career education courses in 2020-21 was the same compared to 2019-20. El Camino surpassed its 2020-21 goal of 66% for these students.

2020-2021 Data
CCC Student Success Metrics

Let Us Summarize 2020-21 Leading Indicators…

"There needs to be more work-at-your-own-pace class structures, similar to how a continuation high school program tends to work. Some of us can excel but not at the hurried pace of many classes. Plus, add to that the distance-learning requirement because of COVID, it gets far more complicated."

Source: 2021 Student Campus Climate Survey

Students Persisted from Fall to Spring

All students
LGBTQ+

Black/African American
First Generation
Veteran

Working towards Reaching Goals

Goal Surpassed

Let Us Summarize 2020-21 Leading Indicators…

"ElCo encourages me to finish what my goal was. They have counselors in many areas to guide me. Also if a problem arises that I need more help in, ElCo is ready to help me make my life better so I can finish school."

Source: 2021 Student Campus Climate Survey

Students Earned Average Number of Degree Applicable Units during First Year	All students	**Goal Surpassed**
	Foster Youth 2020-21 counts less than 10	N/A

Let Us Summarize 2020-21 Leading Indicators…

"Tutoring Center helped so much when I was taking math classes."
"The tutors are so helpful (English 1A tutors)."

Source: 2021 Student Campus Climate Survey

Students Completed Transfer-Level Math and English during First Year	All students Black/African American First Generation Students with Disabilities LGBTQ+	**Goal Surpassed**
	Hispanic	**Goal Met**

Let Us Summarize 2020-21 Leading Indicators…

"Help the professors that do not know how to teach classes online. To make it easier for the student to navigate their lectures, notes, and their syllabus. (…) I had to drop a class because a teach(er) was so unorganized."

Source: 2021 Student Campus Climate Survey

Students Withdrew from One or More Courses during Academic Year

All students
Foster Youth
Native HI/Pac. Islander
Black/African American
Hispanic

Working towards Reaching Goals

Students with Disabilities

Goal Met

Let Us Summarize 2020-21 Leading Indicators…

"(There is a need to) hold more career fairs, networking opportunities, and assist students with finding jobs and internships."

Source: 2021 Student Campus Climate Survey

Students Successfully Completed Career Education Courses that Teach Employable Skills

All students
Native HI/Pac. Islander
Students with Disabilities
Foster Youth
Black/African American

Working towards Reaching Goals

Amer. Indian/Alaska Nat.

Goal Surpassed

On behalf of our fellow students, we want to thank all the ECC community. The positive results we saw in this video are consequence of the good work you are doing!!

It would be great if you consider this data in your annual plans for 2023-2024. Last year the College built a dashboard with this information. There, you can dig deeper into the different groups of students and the multiple programs and divisions we have here at ECC.

Data is one tool that provides insight into students' behavior and informs the strategies you use to help us excel at El Camino.

THANK YOU!

For more information, go to

El Camino College Institutional Goals